Summary - SA22 Summary Councillor and Staff Benefits for 4th	Quarte	r ended 30 June 2	015					2015/1/ 14-46-	T D	0 F dit
Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	C	urrent year 2014/	15	2015/16 Mediu	m Term Revenue Framework	& Expenditure
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
	1	A	B	C	D	E	F	G G	2016/17 H	2017/16
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		252 965	291 862	274 423	367 059	323 886	315 998	394 206	411 010	434 397
Pension and UIF Contributions Medical Aid Contributions		5 062 3 059	4 762 2 577	6 410 6 394	11 809 8 084	11 593 8 142	9 553 7 911	10 523 8 658	10 153 9 175	10 772 9 705
Motor Vehicle Allowance		25 397	39 444	45 797	73 670	62 804	60 236	82 365	86 317	92 845
Cellphone Allowance		9 703	8 328	12 376	22 098	18 473	17 917	24 751	25 765	27 570
Housing Allowances		8 327	7 418	10 687	12 361	11 054	11 286	11 097	11 683	12 308
Other benefits and allowances Sub Total - Councillors		10 654 315 167	18 246 372 638	20 323 376 410	23 776 518 857	24 211 460 163	22 314 445 213	23 493 555 093	24 910 579 012	26 293 613 891
% increase	4	010107	18.2%	1.0%	37.8%	(11.3%)	(3.2%)	24.7%	4.3%	6.09
Senior Managers of the Municipality	2									
Basic Salaries and Wages		110 785	246 610	122 239	249 614	236 334	228 728	272 318	283 320	299 360
Pension and UIF Contributions Medical Aid Contributions		4 658 1 558	4 678 2 903	4 256 1 154	15 726 7 478	15 628 6 638	15 318 6 635	17 713 11 725	18 678 12 475	19 785 13 273
Overtime		1 000	2,00		726	726	726	777	831	889
Performance Bonus		6 342	7 329	1 974	19 079	17 790	18 167	20 254	21 346	22 763
Motor Vehicle Allowance		16 197	23 434	17 647	22 997	21 258	21 789	27 039	28 618	30 276
Cellphone Allowance Housing Allowances		854 714	1 963 1 382	1 502 1 994	4 614 2 089	3 260 3 063	3 449 3 038	5 750 4 962	6 115 5 251	6 485 5 557
Other benefits and allowances		5 098	5 797	4 072	15 086	10 436	10 398	8 802	8 218	8 668
Payments in lieu of leave		957	743	73	1 473	1 473	1 473	1 569	1 669	1 775
Long service awards		11	10		379	384	384	406	434	464
Post-retirement benefit obligations				50						
Sub Total - Senior Managers of Municipality % increase	4	147 173	294 849 100.3%	154 961 (47.4%)	339 261 118.9%	316 989 (6.6%)	310 104 (2.2%)	370 163 19.4%	386 955 4.5%	409 295 5.89
% increase Other Municipal Staff	7		100.5%	(41.4%)	110.9%	(0.0%)	(2.2%)	17.4%	4.3%	5.87
Basic Salaries and Wages		2 905 407	3 019 538	3 392 351	4 481 709	4 233 936	4 208 700	4 750 050	5 067 028	5 416 346
Pension and UIF Contributions		474 715	497 557	547 920	685 545	668 099	663 060	752 646	806 258	863 183
Medical Aid Contributions		208 516	250 816	279 354	377 513	351 787	345 962	442 401	469 760	505 569
Overtime Performance Bonus		180 130 41 014	211 462 53 010	265 372 54 989	215 646 62 253	243 450 57 866	239 104 55 645	246 085 72 584	263 250 77 372	268 95° 82 660
Motor Vehicle Allowance		168 738	201 708	54 989 172 057	62 253 231 053	217 713	210 853	72 584 244 406	262 531	280 783
Cellphone Allowance		5 222	6 294	10 903	19 522	14 872	14 516	22 791	24 123	25 696
Housing Allowances		44 508	47 762	52 887	71 665	67 570	65 587	73 353	77 436	81 783
Other benefits and allowances		271 919	288 643	405 206	394 192	372 785	367 032	445 201	462 190	494 861
Payments in lieu of leave Long service awards		89 748 50 199	53 565 55 628	96 530 61 201	50 982 59 525	54 799 62 793	55 079 62 931	63 569 69 296	68 430 73 835	73 014 79 244
Post-retirement benefit obligations		324 593	86 336	(78 865)	75 393	73 534	73 534	89 624	87 838	94 635
Sub Total - Other Municipal Staff		4 764 709	4 772 320	5 259 905	6 724 997	6 419 205	6 362 002	7 272 007	7 740 049	8 266 727
% increase	4		0.2%	10.2%	27.9%	(4.5%)	(0.9%)	14.3%	6.4%	6.89
Total Parent Municipality		5 227 048	5 439 806	5 791 276	7 583 115	7 196 357	7 117 319	8 178 539	8 686 372	9 269 306
% increase Board Members of Entities	4		4.1%	6.5%	30.9%	(5.1%)	(1.1%)	14.9%	6.2%	6.79
Basic Salaries and Wages Pension and UIF Contributions		4 302 357	5 082 109					96	125	172
Medical Aid Contributions Overtime Performance Bonus		79	154							
Motor Vehicle Allowance Cellphone Allowance		1 457 196	1 615 215							
Housing Allowances Other benefits and allowances		156	131							
Board Fees		242	361	330	550	650	650	500	550	800
Payments in lieu of leave										
Long service awards Post-retirement benefit obligations										
Sub Total - Board Members of Entities		6 789	7 669	330	550	650	650	596	675	972
% increase	4		13.0%	(95.7%)	66.6%	18.2%		(8.3%)	13.2%	44.09
Senior Managers of Entities										
Basic Salaries and Wages Pension and UIF Contributions		7 082 733	8 676 965	9 710 1 060	12 013 1 134	11 701 1 134	11 701 1 134	12 123 1 617	12 971 1 730	13 879 1 851
Medical Aid Contributions		193	129	137	146	146	146	541	579	620
Overtime										
Performance Bonus		360	396	-	567	567	567	750	803	859
Motor Vehicle Allowance Cellphone Allowance		713	756	741	793	793	793	1 139	1 219	1 304
Housing Allowances								25	41	41
Other benefits and allowances				530 565	529 605	472 605	472 605	104	111 689	118 738
Payments in lieu of leave Long service awards				202	005	6005	OUS	644	089	/38
Post-retirement benefit obligations						<u> </u>		<u></u>	<u></u>	<u> </u>
Sub Total - Senior Managers of Entities		9 081	10 922	12 743	15 788	15 418	15 418	16 943	18 143	19 410
% increase	4		20.3%	16.7%	23.9%	(2.3%)		9.9%	7.1%	7.09
Other Staff of Entities Basic Salaries and Wages		95 808	119 894	34 308	40 404	40 213	40 213	45 204	48 249	51 033
Pension and UIF Contributions		9 563	12 335	5 070	5 709	5 709	5 709	6 803	7 222	7 663
Medical Aid Contributions		1 211	1 451	1 591	3 234	3 234	3 234	2 621	2 773	2 932
Overtime		991	1 634							
Performance Bonus Motor Vohicle Allowance		4 799	4 958	4 386	6 204	6 392	6 392	200 7 141	198 7 582	194 8 049
Motor Vehicle Allowance Cellphone Allowance		15 805 56	19 981 56	4 386 56	6 204	6 392	6 392 176	/ 141 466	/ 582 491	8 049 516
Housing Allowances		4 055	5 471	1 644	1 860	1 860	1 860	2 509	2 633	2 762
Other benefits and allowances		755	3 356	2 567	3 608	3 608	3 608	4 197	4 429	4 666
Payments in lieu of leave		1 314	9	746	481	1 086	1 086	586	627	671
Long service awards Post-retirement benefit obligations		2 440	1 901							
Sub Total - Other Staff of Entities		136 797	171 045	50 367	61 677	62 279	62 279	69 728	74 203	78 48
% increase	4	.=	25.0%	(70.6%)	22.5%	1.0%		12.0%	6.4%	5.89
Total Municipal Entities		152 668	189 635	63 440	78 015	78 347	78 347	87 266	93 021	98 869
TOTAL SALARY, ALLOWANCES & BENEFITS % increase	4	5 379 716	5 629 442 4.6%	5 854 716 4.0%	7 661 130 30.9%	7 274 704 (5.0%)	7 195 666 (1.1%)	8 265 805 14.9%	8 779 394 6.2%	9 368 176
% Increase TOTAL MANAGERS AND STAFF	5	5 057 760	4.6% 5 249 136	4.0% 5 477 976	7 141 723	(5.0%) 6 813 891	6 749 803	7 723 913	8 214 145	8 768 459

Summary of Employee and Councillor Remuneration R thousands Councillors (Political Office Bearers plus Other) Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Meters (Neish All Supposes	Ref	2011/12 Audited	2012/13	2013/14	С	urrent year 2014/1	5	2015/16 Mediu	m Term Revenue Framework	& Expenditure
Councillors (Political Office Bearers plus Other) Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions	1									
Councillors (Political Office Bearers plus Other) Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions	1		Audited	Audited	Original Budget	Adjusted	Full Year	Budget Year	Budget Year	Budget Year
Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions		Outcome	Outcome	Outcome C		Budget	Forecast	2015/16	2016/17	2017/18
Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions		А	В	C	D	E	F	G	Н	1
Medical Aid Contributions		30 978	26 569	27 566	31 286	31 286	31 286	31 903	34 136	36 525
		1 855	2 627	2 833	3 303	3 303	3 303	3 328	3 561	3 811
Motor Vohiolo Allowon		795	1 031	1 368	1 524	1 524	1 524	1 856	1 986	2 125
Motor Vehicle Allowance		7 076	10 414	10 796	12 907	12 907	12 907	12 944	13 850	14 820
Cellphone Allowance		2 2/2	0.400	0.505	2.024	2.024	0.004	0.070	2.004	0.007
Housing Allowances		2 262	2 690	2 525	3 234	3 234	3 234	2 879	3 081	3 297
Other benefits and allowances Sub Total - Councillors	-	42 966	43 331	45 088	52 254	52 254	52 254	52 910	56 614	60 577
% increase	4	42 700	0.9%	4.1%	15.9%	32 234	32 234	1.3%	7.0%	7.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		5 840	4 154	3 537	8 717	13 628	13 628	15 026	15 867	16 756
Pension and UIF Contributions		854	590	667	1 580	2 247	2 247	2 734	2 886	3 046
Medical Aid Contributions		79	48	103	205	205	205	266	281	297
Overtime										
Performance Bonus		004		200	0.077	0.004	0.004	0.700	0.004	2.050
Motor Vehicle Allowance Cellphone Allowance		884	651	808	2 277	2 894	2 894	2 738	2 891	3 053
Housing Allowances		36	4		77	77	77	83	83	83
Other benefits and allowances		2 039	1 267	959	1 621	1 652	1 652	2 273	2 400	2 534
Payments in lieu of leave										
Long service awards					33			36	38	40
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		9 733	6 715	6 074	14 510	20 704	20 704	23 157	24 447	25 810
% increase	4		(31.0%)	(9.5%)	138.9%	42.7%		11.8%	5.6%	5.6%
Other Municipal Staff Rasic Salaries and Wages		E04 222	404 200	454.040	775 450	772 074	772 074	051 200	000 202	949 762
Basic Salaries and Wages Pension and UIF Contributions		596 333 115 507	606 290 118 568	654 048 126 960	775 458 144 765	773 874 145 200	773 874 145 200	851 398 155 271	899 393 163 810	949 /62 172 815
Medical Aid Contributions Medical Aid Contributions		40 331	42 170	46 769	57 614	58 141	58 141	96 719	102 135	107 854
Overtime		50 916	62 099	80 707	57 128	57 148	57 148	60 348	63 728	67 297
Performance Bonus						·				
Motor Vehicle Allowance		17 834	16 766	17 823	25 328	24 175	24 175	26 800	28 301	29 885
Cellphone Allowance										
Housing Allowances		3 734	3 504	3 219	7 313	7 300	7 300	10 185	10 185	10 185
Other benefits and allowances		84 466	92 356	156 712	125 372	124 969	124 969	139 402	147 183	155 400
Payments in lieu of leave		25 320 12 194	20 868 13 225	22 094 14 840	13 000 16 727	13 000	13 000 16 613	7 307 17 033	7 819 17 987	8 366 18 994
Long service awards Post-retirement benefit obligations		12 194	13 223	14 040	10 /2/	16 613	10 013	17 033	1/ 90/	10 994
Sub Total - Other Municipal Staff	ŀ	946 633	975 846	1 123 172	1 222 705	1 220 421	1 220 421	1 364 462	1 440 540	1 520 558
% increase	4		3.1%	15.1%	8.9%	(0.2%)		11.8%	5.6%	5.6%
Total Parent Municipality		999 331	1 025 891	1 174 333	1 289 469	1 293 379	1 293 379	1 440 529	1 521 601	1 606 945
% increase	4		2.7%	14.5%	9.8%	0.3%		11.4%	5.6%	5.6%
Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Board Fees								96	125	172
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities								96	125	172
% increase Senior Managers of Entities	4								30.0%	37.6%
Basic Salaries and Wages								1 004	1 075	1 150
Pension and UIF Contributions								184	197	211
Medical Aid Contributions								91	98	105
Overtime										
Performance Bonus										
Motor Vehicle Allowance								310	331	355
Cellphone Allowance Housing Allowances								25	41	41
Other benefits and allowances								104	111	118
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities								1 718	1 853	1 979
% increase Other Staff of Entities	4								7.8%	6.8%
Other Staff of Entities Basic Salaries and Wages								180	192	206
Pension and UIF Contributions								34	37	39
Medical Aid Contributions								91	98	105
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances Other benefits and allowances								16 19	16 21	16 21
Other benefits and allowances Payments in lieu of leave								19	21	21
Long service awards										
Post-retirement benefit obligations										<u>L</u>
Sub Total - Other Staff of Entities								341	365	388
% increase	4								7.1%	6.3%
Total Municipal Entities		000	4 005	4 47	4 00	4 000	4 00	2 155	2 342	2 539
TOTAL SALARY, ALLOWANCES & BENEFITS % increase	4	999 331	1 025 891 2.7%	1 174 333 14.5%	1 289 469 9.8%	1 293 379 0.3%	1 293 379	1 442 684 11.5%	1 523 943 5.6%	1 609 484 5.6%
TOTAL MANAGERS AND STAFF	5	956 366	982 560	1 129 246	1 237 215	1 241 125	1 241 125	1 389 678	1 467 205	1 548 735

	Framework Budget Year 2016/17 H 67 050 3 204 539 70 793 8.0% 23 417 3 266 26 683 8.9% 1 718 264 267 311 142 260 114 736 34 691 74 162 9 102 108 245 138 71 43 280 56 270	Budget Year 2017/18 I 72.74 3.47 5.56 76.81 8.5 25.64 3.55 29.20 9.4 1.877.64 29.27 1.15.93 3.7.95
Concentration Controller	2014/17 H 67 050 3 204 539 70 793 8.0% 23 417 3 266 26 683 8.9% 1718 264 267 311 142 260 114 736 34 691 74 162 9 102 108 245 13 871 43 280 56 270	2017/18 I 72.74 3.47 5.56 76.81 8.5 25.64 3.55 29.20 9.4 1.877.64 20.27 1.55.77 1.25.96 37.99 81.19 6.6
Concention of Millier Afford Reviews plan Other) Start States and Winger Previous and LEC Contributions Millier Afford Contributions Millier Affo	H 67 050 3 204 539 70 793 8.0% 23 417 3 266 26 683 8.9% 1 718 264 267 311 142 260 114 736 34 691 74 162 9 102 108 245 13 871 43 280 56 270	29 20 20 9.4 1877 64 29 27 76 155 77 125 95 37 95 81 19
Basic Salaries was Wages	3 204 539 70 793 8.0% 23 417 3 266 26 683 8.9% 1718 264 267 311 142 260 114 736 34 691 74 162 62 9 102 108 245 13 871 43 280 56 270	3 47 58 76 81 8.5 25 64 3 55 29 20 9.4 1 877 64 202 70 155 77 125 95 37 99 81 19
Personal of UF Certifications Mode Website Allowance	3 204 539 70 793 8.0% 23 417 3 266 26 683 8.9% 1718 264 267 311 142 260 114 736 34 691 74 162 62 9 102 108 245 13 871 43 280 56 270	3 47 58 76 81 8.5 25 64 3 55 29 20 9.4 1 877 64 202 70 155 77 125 95 37 99 81 19
Model Ad ComPlatures	539 70 793 8.0% 23 417 3 266 26 683 8.9% 1 718 264 267 311 142 260 114 736 34 691 74 162 9 102 108 245 13 871 43 280 56 270	55 76 81 15 79 81 15 6
Moder Vehicle Allowance Culphone Allowance Culphone Allowance Housing Allowances Street File Street Fi	539 70 793 8.0% 23 417 3 266 26 683 8.9% 1 718 264 267 311 142 260 114 736 34 691 74 162 9 102 108 245 13 871 43 280 56 270	55 76 81 15 79 81 15 6
Coliphone Allowances 1 1513 1 604 2 254 2 700 2 700 2 907	539 70 793 8.0% 23 417 3 266 26 683 8.9% 1 718 264 267 311 142 260 114 736 34 691 74 162 9 102 108 245 13 871 43 280 56 270	55 76 81 15 79 81 15 6
Contentification and disconnects So Total - Countries So Total	70 793 8.0% 23 417 3 266 26 683 8.9% 1718 264 267 311 142 260 114 736 34 691 74 162 9 102 108 245 138 71 43 280 56 270	76 81 8.5 25 64 3 55 77 125 95 81 118 6 6
Sab Total - Councillors	70 793 8.0% 23 417 3 266 26 683 8.9% 1718 264 267 311 142 260 114 736 34 691 74 162 9 102 108 245 138 71 43 280 56 270	76 81 8.5 25 64 3 55 77 125 95 81 118 6 6
Second Managers of the Municipality 2 2 2 2 2 2 2 2 2	26 683 8.9% 1 718 264 267 311 142 260 114 736 34 691 74 162 9 102 108 245 13 871 43 280 56 270	29 26 29 26 9.4 1 877 64 292 70 155 77 125 95 37 99 81 19
Series Managers of the Municipality 2 9 150 8 286 9 9 9 9 9 1 2 1 330 21 330 330 21 330 21 330 21 330 21 330 21 330 21 330 21 330 21 330 21 330 21 330 21 330 21	26 683 8.9% 1 718 264 267 311 142 260 114 736 34 691 74 162 9 102 108 245 13 871 43 280 56 270	29 26 9.4 11 877 64 292 70 155 77 125 99 81 19
Banic Salmies and Wages 9 150 8 286 9 035 22 245 21 330	26 683 8.9% 1 718 264 267 311 142 260 34 691 74 162 9 102 108 245 13 871 43 280 56 270	29 20 20 9.4 1 877 64 292 70 155 77 125 95 37 95 81 19
Person and LIF Contributions Medical Aid Contributions	26 683 8.9% 1 718 264 267 311 142 260 34 691 74 162 9 102 108 245 13 871 43 280 56 270	29 20 20 9.4 1 877 64 292 70 155 77 125 95 37 95 81 19
Medical Ald Contributions 740 36 (2.428) 3.151 2.752 2.752 3.010	26 683 8.9% 1 718 264 267 311 142 260 114 736 34 691 74 162 9 102 108 245 13 8711 43 280 56 270	29 26 9.4 1 877 64 292 76 155 77 125 95 37 79 81 15
Petformance Bonus	26 683 8.9% 1 718 264 267 311 142 260 114 736 34 691 74 162 9 102 108 245 13 8711 43 280 56 270	29 26 9.4 1 877 64 292 76 155 77 125 95 37 79 81 15
Motor Vehicle Allowance Celiphone Allowance Colore Allowance C	26 683 8.9% 1 718 264 267 311 142 260 114 736 34 691 74 162 9 102 108 245 13 8711 43 280 56 270	29 26 9.4 1 877 64 292 76 155 77 125 95 37 79 81 15
Celiphone Allowance Housing Allowances Payments in list of leave Long surface awards Post-retirement benefit obligations Sub Tools -Senior Managers of Municipality 9 890 8 322 6 607 25 596 24 082 24 510 25 50 2	8.9% 1 718 264 267 311 142 260 114 736 34 691 74 162 62 9 102 108 245 13 871 43 280 56 270	9,4 1 877 64 292 70 155 77 125 95 37 99 81 19
Housing Allowances Payments in lieu of leave Long service awards Poots-retirement benefit obligations Sub Total - Service havards Payments in lieu of leave Long service awards Poots-retirement benefit obligations Sub Total - Service havards Payments in lieu of leave Long service awards Poots-retirement benefit obligations Sub Total - Service havards Payments in lieu of leave Long service awards Poots-retirement benefit obligations Payments in lieu of leave Long service awards Poots-retirement benefit obligations Payments in lieu of leave Long service awards Payments in lieu of leave Long service awards Poots-retirement benefit obligations Payments in lieu of leave Long service awards Lon	8.9% 1 718 264 267 311 142 260 114 736 34 691 74 162 62 9 102 108 245 13 871 43 280 56 270	9,4 1 877 64 292 70 155 77 125 95 37 99 81 19
Differ benefits and allowances Payments in field of leave Long service wards Post-retirement benefit obligations Sub Total - Senior Managers of Municipality 9 890 8 322 6 607 25 596 24 082 24 082 24 510 1.8% Other Municipal Staff 8 832 6 607 25 596 24 082 24 082 24 510 1.8% Other Municipal Staff 8 832 8 832 6 607 25 596 24 082 24 082 24 510 1.8% Other Municipal Staff 8 832 1 138 88 1 076 584 1 198 159 1 448 498 1 423 225 1 423 225 1 423 225 1 423 427 Other Municipal Staff 1 138 409 187 171 1 198 195 2 24 349 220 176 220 176 224 347 Other Municipal Staff 1 10 199 106 482 114 914 120 108 120 368 120 368 130 517 Other benefits and allowance 5 2 877 5 8 299 60 972 64 396 65 236 65 236 65 110 65 126 65 126 66 110 66 124 66 1	8.9% 1 718 264 267 311 142 260 114 736 34 691 74 162 62 9 102 108 245 13 871 43 280 56 270	9,4 1 877 64 292 70 155 77 125 95 37 99 81 19
Payments in Ileu of Icave Long service awards Product derment hendit obligations Sub Total - Senior Managers of Municipality 9 890 8 322 6 607 25 596 24 882 24 882 24 510 1.8% Co.6% Co.6	8.9% 1 718 264 267 311 142 260 114 736 34 691 74 162 62 9 102 108 245 13 871 43 280 56 270	9,4 1 877 64 292 70 155 77 125 95 37 99 81 19
Post-retirement benefit obligations 9 890 8 322 6 607 25 596 24 082 24 082 24 510	8.9% 1 718 264 267 311 142 260 114 736 34 691 74 162 62 9 102 108 245 13 871 43 280 56 270	9,4 1 877 64 292 70 155 77 125 95 37 99 81 19
Sub Total - Senior Managers of Municipality % increase 4 (15 %) 6 (20.6%) 6 (28.6%) 7 (25 9%) 7 (20.6%) 7 (20.6%) 7 (25 9%) 8 (20.6%) 8 (29.4%) 8 (29.9%) 8 (20.6%) 8 (29.4%) 8 (29.9%) 8 (20.6%) 8 (20.6%) 8 (29.4%) 8 (29.9%) 8 (20.6%) 8	8.9% 1 718 264 267 311 142 260 114 736 34 691 74 162 62 9 102 108 245 13 871 43 280 56 270	9,4 1 877 64 292 70 155 77 125 95 37 99 81 19
% increase	8.9% 1 718 264 267 311 142 260 114 736 34 691 74 162 62 9 102 108 245 13 871 43 280 56 270	9,4 1 877 64 292 70 155 77 125 95 37 99 81 19
Differ Municipal Staff Basic Salaries and Wages 1 138 808 1 076 584 1 198 159 1 448 498 1 423 225 1 423 225 1 573 421	1 718 264 267 311 142 260 114 736 34 691 74 162 62 9 102 108 245 13 871 43 280 56 270	1 877 64 292 70 155 77 125 95 37 99 81 19
Basic Salaries and Wages	267 311 142 260 114 736 34 691 74 162 9 102 108 245 13 871 43 280 56 270	292 70 155 77 125 95 37 99 81 19
Pension and UIF Contributions	267 311 142 260 114 736 34 691 74 162 9 102 108 245 13 871 43 280 56 270	292 70 155 77 125 95 37 99 81 19
Medical Aid Contributions	142 260 114 736 34 691 74 162 62 9 102 108 245 13 871 43 280 56 270	155 77 125 95 37 99 81 19
Overtime	114 736 34 691 74 162 62 9 102 108 245 13 871 43 280 56 270	125 95 37 99 81 19 6
Motor Vehicle Allowance	74 162 62 9 102 108 245 13 871 43 280 56 270	81 19 6
Celiphone Allowance	62 9 102 108 245 13 871 43 280 56 270	6
Housing Allowances	9 102 108 245 13 871 43 280 56 270	
Other benefits and allowances Payments in lieu of leave Post-retirement benefit obligations Payments in lieu of	108 245 13 871 43 280 56 270	
Payments in lieu of leave	13 871 43 280 56 270	
Long service awards	43 280 56 270	15 04
Sub Total - Other Municipal Staff % increase 4 2 020 832 1 708 511 1 744 471 2 158 819 2 154 075 2 154 075 9,9% 10crease 1 2 080 826 1 769 843 1 806 650 2 245 390 2 239 133 2 239 133 2 257 689 Board Members of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Motor Vehicle Allowance Cellphone Allowance Clubrone Allowance Other benefits and allowances Board Fees Payments in lieu of leave Long service awards Post-retirement benefit obligations		47 03
% increase	0.500.054	61 05
Total Parent Municipality 2 080 826 1769 843 1 806 650 2 245 390 2 239 133 2 239 133 2 457 689 % increase 4 (14.9%) 2.1% 24.3% (0.3%) 9.8% Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Celiphone Allowance Housing Allowances Other benefits and allowances Baard Fees Payments in lieu of leave Long service awards Post-retirement benefit obligations	2 582 254	2 822 62
% increase 4 (14.9%) 2.1% 24.3% (0.3%) 9.8% Baard Members of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Ald Contributions Overtime Performance Bonus Motor Vehicle Allowance Celiphone Allowance Housing Allowances Other benefits and allowances Board Fees Payments in lieu of leave Long service awards Post-retirement benefit obligations	9.1%	
Board Members of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Board Fees Payments in lieu of leave Long service awards Post-retirement benefit obligations	2 679 730 9.0%	2 928 63
Sub Total - Board Members of Entities		
% increase 4		
Senior Managers of Entities Pagin Solodio and Wages 200 5.00 5.00 5.00 5.00 5.00 5.00 5.00	/ * * -	,
Basic Salaries and Wages 2 535 3 829 4 151 5 089 5 089 5 089 5 745 Pension and UIF Contributions 260 480 559 598 598 598 862	6 147 922	6 57 98
Perison and our Communions 200 460 339 396 396 602 602 603	482	51
Overtime		
Performance Bonus 360 396 567 567 567 750	803	85
Motor Vehicle Allowance 108 108 116 116 108	116	12
Cellphone Allowance Housing Allowances		
Other benefits and allowances 530		
Payments in lieu of leave		
Long service awards		
Post-retirement benefit obligations		
Sub Total - Senior Managers of Entities 3 457 4 942 5 485 6 516 6 516 6 516 7 915	8 469	9 06
% increase 4 43.0% 11.0% 18.8% 21.5%	7.0%	7.0
Other Staff of Entities 2 387 2 080 3 651 4 554 4 554 4 554 5 172	5 534	5 92
Pension and UIF Contributions 307 371 498 533 533 533 776	830	88
Medical Aid Contributions 146 188 329 352 352 352 420	449	48
Overtime		
Performance Borus		
Motor Vehicle Allowance		
Celliphone Allowance Housing Allowances		
Housing Allowances	482	51
Payments in lieu of leave	402	31
Long service awards		
Post-retirement benefit obligations		
Sub Total - Other Staff of Entities 2 988 2 839 4 858 5 763 5 763 5 763 6 818		7 80
% increase 4 (5.0%) 71.1% 18.6% 18.3%	7 295	
Total Municipal Entities 6 444 7 781 10 343 12 279 12 279 12 279 14 733 TOTAL SALARY, ALLOWANCES & BENEFITS 2 087 270 1 777 624 1 816 993 2 257 669 2 251 411 2 251 411 2 472 422	7.0%	
101AL SALAKT, ALLOWANGES & BENEFITS 2 001270 1777 624 1 010 975 2 237 007 2 231 411 2 431 411 2 412 422	7.0% 15 764	2 0 1 5 6 7
TOTAL MANAGERS AND STAFF 5 2 037 166 1 724 614 1 761 421 2 196 693 2 190 435 2 190 435 2 406 872	7.0%	

Eastern Cape: Camdeboo(EC101) - Table SA22 Summary Cou	ıncillor an	nd Staff Benefits f	or 4th Quarter en	ded 30 June 2015						
Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	С	urrent year 2014/	15	2015/16 Mediu	ım Term Revenue Framework	& Expenditure
		Audited	Audited	Audited	Original Burdant	Adjusted	Full Year	Budget Year	Budget Year	Budget Year
R thousands		Outcome	Outcome	Outcome	Original Budget	Budget	Forecast	2015/16	2016/17	2017/18
Councillors (Political Office Bearers plus Other)	1	Α	В	С	D	E	F	G	Н	1
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances Other benefits and allowances										
Sub Total - Councillors										
% increase	4									
Senior Managers of the Municipality	2									
Basic Salaries and Wages										
Pension and UIF Contributions Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality										
% increase	4							1		1
Other Municipal Staff Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions								1		1
Overtime								1		1
Performance Bonus								1		1
Motor Vehicle Allowance										
Cellphone Allowance Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff										
% increase Total Parent Municipality	4									
% increase	4									
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages Pension and UIF Contributions										
Medical Aid Contributions								1		1
Overtime								1		1
Performance Bonus								Ì		
Motor Vehicle Allowance										
Cellphone Allowance Housing Allowances										
Other benefits and allowances								1		1
Payments in lieu of leave								1		1
Long service awards								1		1
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities	1.							Ì		
% increase Other Staff of Entities	4									
Basic Salaries and Wages										
Pension and UIF Contributions								1		1
Medical Aid Contributions								1		1
Overtime								1		1
Performance Bonus Motor Vobicle Allowance								1		1
Motor Vehicle Allowance Cellphone Allowance								1		1
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave								1		
Long service awards								1		
Post-retirement benefit obligations								-		
Sub Total - Other Staff of Entities % increase	4							1		
% increase Total Municipal Entities	+ -									
TOTAL SALARY, ALLOWANCES & BENEFITS	\pm									
% increase	4									
TOTAL MANAGERS AND STAFF	5									

Eastern Cape: Blue Crane Route(EC102) - Table SA22 Summary	/ Counc	illor and Staff Ben	efits for 4th Quar	ter ended 30 June	2015					
Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	С	urrent year 2014/	15	2015/16 Mediu	m Term Revenue Framework	& Expenditure
R thousands		Audited	Audited	Audited	Original Budget	Adjusted	Full Year	Budget Year	Budget Year	Budget Year
	1	Outcome A	Outcome B	Outcome C	D	Budget E	Forecast	2015/16 G	2016/17 H	2017/18 I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		1 697	1 882	2 052	2 153	2 139	2 139	2 262	2 386	2 512
Pension and UIF Contributions Medical Aid Contributions		27	47	50	53	53 14	53 14	56 16	59 16	62 17
Motor Vehicle Allowance		573	647	701	721	721	721	763	805	848
Cellphone Allowance		155	164	244	268	245	245	259	274	288
Housing Allowances										
Other benefits and allowances Sub Total - Councillors		2 452	2 739	3 047	20 3 215	766 3 938	766 3 938	784 4 140	827 4 367	871 4 599
% increase	4	2 102	11.7%	11.2%	5.5%	22.5%	0 700	5.1%	5.5%	5.3%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		2 528	1 640	2 573	3 200 9	3 394	3 394	3 542	3 751	3 961
Pension and UIF Contributions Medical Aid Contributions		108	13	8	9	9	9	10	10	11
Overtime										
Performance Bonus		457			272	199	199	208	220	232
Motor Vehicle Allowance		600	360	516	632	572	572	606	641	677
Cellphone Allowance Housing Allowances										
Other benefits and allowances			117	29	48					
Payments in lieu of leave		103	234							
Long service awards		11								
Post-retirement benefit obligations		2.001	0.045	0.404	14/0			40/5	4.00	4.004
Sub Total - Senior Managers of Municipality % increase	4	3 806	2 365 (37.9%)	3 126 32.2%	4 162 33.1%	4 174 0.3%	4 174	4 365 4.6%	4 622 5.9%	4 881 5.6%
Other Municipal Staff			(31.770)	J2.2/0	33.176	0.570		7.070	3.770	3.07
Basic Salaries and Wages		28 673	30 900	34 414	36 386	37 185	37 185	43 921	44 986	47 506
Pension and UIF Contributions		4 563	5 046	6 440	7 060	7 002	7 002	7 537	7 982	8 429
Medical Aid Contributions Overtime		1 487 1 726	1 683 2 024	1 921 1 994	2 112 2 432	2 212 2 640	2 212 2 640	2 446 2 895	2 590 3 034	2 736 3 203
Performance Bonus		2 624	1 421	2 737	3 019	2 916	2 916	3 318	3 514	3 711
Motor Vehicle Allowance		447	896							
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances Payments in lieu of leave		3 089 558	3 742 659	2 645 543	2 489 709	3 342 709	3 342 709	4 177 733	3 687 762	3 893 805
Long service awards		330	037	545	707	707	707	755	702	003
Post-retirement benefit obligations					2 067	339	339	337	357	376
Sub Total - Other Municipal Staff		43 166	46 371	50 694	56 273	56 346	56 346	65 362	66 912	70 659
% increase Total Parent Municipality	4	49 425	7.4% 51 476	9.3% 56 867	11.0% 63 650	0.1% 64 457	64 457	16.0% 73 867	2.4% 75 901	5.6% 80 139
% increase	4	49 423	4.1%	10.5%	11.9%	1.3%	04 437	14.6%	2.8%	5.6%
Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Board Fees Payments in lieu of leave Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance					1 879	1 567	1 567			
Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards					529	472	472			
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities % increase	4				2 408	2 038 (15.3%)	2 038	(100.0%)		
Other Staff of Entities	, ,					(13.3%)		(100.0%)		
Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime					297	217	217			
Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances					22	22	22			
Payments in lieu of leave Long service awards Post-retirement benefit obligations										
Sub Total - Other Staff of Entities					319	239	239		-	
% increase Total Municipal Entities	4				2 727	(25.1%) 2 277	2 277	(100.0%)		
TOTAL SALARY, ALLOWANCES & BENEFITS		49 425	51 476	56 867	66 377	66 735	66 735	73 867	75 901	80 139
% increase	4		4.1%	10.5%	16.7%	0.5%		10.7%	2.8%	5.6%
TOTAL MANAGERS AND STAFF	5	46 973	48 736	53 820	63 162	62 797	62 797	69 727	71 534	75 541

Eastern Cape: Ikwezi(EC103) - Table SA22 Summary Councillo	and Sta	aff Benefits for 4th	h Quarter ended 3	30 June 2015	1					
Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	С	urrent year 2014/1	15	2015/16 Mediu	m Term Revenue Framework	& Expenditure
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
	1	A	В	C	D	E	F	G G	Н	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages Pension and UIF Contributions					1 367	1 411	1 411	1 377	1 460	1 547
Medical Aid Contributions										
Motor Vehicle Allowance					456	463	463	459	487	516
Cellphone Allowance					156	156	156	158	167	177
Housing Allowances Other benefits and allowances										
Sub Total - Councillors					1 979	2 031	2 031	1 994	2 114	2 241
% increase	4					2.6%		(1.8%)	6.0%	6.09
Senior Managers of the Municipality	2									
Basic Salaries and Wages Pension and UIF Contributions					2 784	2 784	2 784	2 968 6	3 146 6	3 334
Medical Aid Contributions								ا	0	,
Overtime										
Performance Bonus					390	390	390	415	440	467
Motor Vehicle Allowance Cellphone Allowance					480 50	480 50	480 50	480 48	509 51	539 54
Housing Allowances					30	30	30	40	31	34
Other benefits and allowances								30	32	34
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations Sub Total - Senior Managers of Municipality					3 704	3 704	3 704	3 947	4 184	4 435
% increase	4				3 /04	3 /04	3 /04	6.6%	6.0%	6.09
Other Municipal Staff										
Basic Salaries and Wages					13 070	13 070	13 070	13 947	14 781	15 667
Pension and UIF Contributions Medical Aid Contributions					1 456 479	1 456 479	1 456 479	1 506	1 596 581	1 692
Medical Aid Contributions Overtime					643	479 643	479 643	548 655	581 694	615 736
Performance Bonus					0.5	5.5		555	5,1	, 50
Motor Vehicle Allowance					30	30	30	30	32	34
Cellphone Allowance					120	120	120	84	89	94
Housing Allowances Other benefits and allowances					109 1 471	109 1 471	109 1 471	109 1 469	116 1 558	122 1 651
Payments in lieu of leave					14/1	1 4/1	14/1	1 409	1 330	1 031
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff	١.				17 378	17 378	17 378	18 348	19 445	20 612
% increase Total Parent Municipality	4				23 062	23 113	23 113	5.6% 24 289	6.0% 25 743	6.09
% increase	4				20 002	0.2%	20110	5.1%	6.0%	6.09
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations					!					
Sub Total - Senior Managers of Entities % increase	4									
% increase Other Staff of Entities	"									
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
TOTAL SALADY ALLOWANCES & RENEETS	-				22.0/2	22.442	22.442	24 202	25.240	27.00
TOTAL SALARY, ALLOWANCES & BENEFITS % increase	4				23 062	23 113 0.2%	23 113	24 289 5.1%	25 743 6.0%	27 287
TOTAL MANAGERS AND STAFF	5				21 082	21 082	21 082	22 295	23 629	25 047

Eastern Cape: Makana(EC104) - Table SA22 Summary Counc	llor and S	taff Benefits for 4	th Quarter ended	30 June 2015				2015/16 Modiu	m Term Revenue	9. Evnondituro
Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	С	urrent year 2014/1	15	2015/16 Mediu	Framework	& Expenditure
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
	1	A	B	C	D	E	F	G G	H	2017/10 I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		5 524			6 437	6 434	6 434	6 277	6 710	7 173
Pension and UIF Contributions Medical Aid Contributions								767 155	820 166	877
Motor Vehicle Allowance		2 180			2 145	2 145	2 145	1 919	1 955	177 1 956
Cellphone Allowance		2 100			732	732	732	602	644	688
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		7 704			9 313	9 310	9 310	9 721	10 295	10 872
% increase Senior Managers of the Municipality	4 2		(100.0%)					4.4%	5.9%	5.69
Basic Salaries and Wages	2	4 265			5 015	5 015	5 015	4 511	4 822	5 155
Pension and UIF Contributions		7			12	12	12			
Medical Aid Contributions										
Overtime										
Performance Bonus		719								
Motor Vehicle Allowance		858			945	945	945	791	845	90-
Cellphone Allowance Housing Allowances					81	81	81	67	72	77
Other benefits and allowances					41	41	41			
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		5 849			6 093	6 093	6 093	5 368	5 739	6 13
% increase	4		(100.0%)					(11.9%)	6.9%	6.99
Other Municipal Staff Pagin Salaring and Wages		74 207			07.00-	07.005	07.00-	00.53	04.43-	07.5-
Basic Salaries and Wages Pension and UIF Contributions		/4 20/ 17 345			97 805 13 918	97 805 13 918	97 805 13 918	83 571 16 725	91 472 18 548	96 526 19 585
Medical Aid Contributions		17 343			5 815	5 815	5 815	3 080	1 583	1 672
Overtime		5 945			3 035	3 035	3 035	3 235	3 426	3 617
Performance Bonus										
Motor Vehicle Allowance		3 144			2 722	2 722	2 722	1 094	3 184	3 351
Cellphone Allowance		445			135	135	135	292	308	325
Housing Allowances Other benefits and allowances		415			536 1 485	536 1 485	536 1 485	265 1 472	280 1 177	296 3 385
Payments in lieu of leave		1 647			1 485	1 240	1 240	872	927	3 385 979
Long service awards					400	400	400	428	453	478
Post-retirement benefit obligations					2 007	2 007	2 007	2 145	2 272	2 399
Sub Total - Other Municipal Staff		102 704			129 098	129 098	129 098	113 180	123 631	132 613
% increase	4		(100.0%)					(12.3%)	9.2%	7.39
Total Parent Municipality % increase	4	116 257	(100.0%)		144 504	144 501	144 501	128 269 (11.2%)	139 664 8.9%	149 619 7.19
Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Housing Allowances Board Fees Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Board Members of Entities % increase Senior Managers of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations	4									
% increase Other Staff of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Staff of Entities % increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS % increase	4	116 257	(100.0%)		144 504	144 501	144 501	128 269 (11.2%)	139 664 8.9%	149 619 7.19
% increase TOTAL MANAGERS AND STAFF	5	108 554	(100.0%)		135 191	135 191	135 191	118 548	129 369	138 748

Eastern Cape: Ndlambe(EC105) - Table SA22 Summary Council	ior and	Stall Deliellts for	4ai Quartei enuce	00 54110 2010	ı			2015/1/ 14-45-	T D	0 F dit
Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	С	Current year 2014/1	15	2015/16 Mediu	m Term Revenue Framework	& Expenditure
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
	1	А	В	С	D	E	F	G	Н	I
Councillors (Political Office Bearers plus Other) Basic Salaries and Wages			3 257	3 764	3 526	3 526	3 526	5 655	5 989	6 324
Pension and UIF Contributions			186	224	3 320	3 320	3 320	142	151	159
Medical Aid Contributions			105	232				157	166	176
Motor Vehicle Allowance			1 046	1 177	1 177	1 177	1 177			
Cellphone Allowance Housing Allowances			249	275	275	275	275			
Other benefits and allowances			38	49	400	400	400		119	126
Sub Total - Councillors			4 881	5 721	5 378	5 378	5 378	5 954	6 425	6 785
% increase	4			17.2%	(6.0%)			10.7%	7.9%	5.69
Senior Managers of the Municipality Basic Salaries and Wages	2		2 879	2 633	2 502	2 502	2 502	3 954	4 187	4 422
Pension and UIF Contributions			502	506	542	542	542	688	729	770
Medical Aid Contributions			105	150	294	294	294	142	150	159
Overtime										
Performance Bonus Motor Vehicle Allowance			869	848	563	563	563	681	721	761
Cellphone Allowance			78	81	101	101	101	66	70	73
Housing Allowances			40	47	59	59	59	21	22	24
Other benefits and allowances			69	34	719	719	719	122	129	137
Payments in lieu of leave										
Long service awards Post-retirement benefit obligations				50						
Sub Total - Senior Managers of Municipality			4 542	4 349	4 780	4 780	4 780	5 674	6 009	6 345
% increase	4			(4.2%)	9.9%			18.7%	5.9%	5.69
Other Municipal Staff					,	,	,	3		
Basic Salaries and Wages Pension and UIF Contributions			50 089 8 489	44 690 8 915	60 922 10 430	61 302 10 365	61 302 10 365	70 957 13 911	75 143 14 732	79 351 15 557
Pension and UIF Contributions Medical Aid Contributions			8 489 4 807	8 9 15 5 4 7 4	6 839	6 831	6 831	4 797	14 /32 5 080	5 365
Overtime			3 088	3 233	2 579	3 608	3 608	1 968	2 084	2 201
Performance Bonus				6 463		0	0			
Motor Vehicle Allowance			1 904 202	328	2 069 160	2 538 202	2 538 202	1 818 204	1 926 216	2 033 228
Cellphone Allowance Housing Allowances			263	76 246	346	390	390	329	348	368
Other benefits and allowances			2 918	543	3 078	3 145	3 145	6 901	7 309	7 718
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations Sub Total - Other Municipal Staff			71 760	606 70 574	86 423	88 381	88 381	100 886	106 839	112 822
% increase	4		71700	(1.7%)	22.5%	2.3%	00 301	14.1%	5.9%	5.69
Total Parent Municipality			81 183	80 644	96 581	98 539	98 539	112 515	119 273	125 952
% increase	4			(0.7%)	19.8%	2.0%		14.2%	6.0%	5.69
Board Members of Entities										
Basic Salaries and Wages Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions Medical Aid Contributions										
Medical Aid Contributions Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances Other benefits and allowances										
Other benefits and allowances Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities				· <u> </u>			_		_	· <u> </u>
% increase Total Municipal Entities	4									
TOTAL SALARY, ALLOWANCES & BENEFITS			81 183	80 644	96 581	98 539	98 539	112 515	119 273	125 952
% increase	4			(0.7%)	19.8%	2.0%		14.2%	6.0%	5.69
TOTAL MANAGERS AND STAFF	5		76 302	74 923	91 203	93 161	93 161	106 560	112 847	119 167

Eastern Cape: Sundays River Valley(EC106) - Table SA22 Sum	mary Co	uncillor and Staff	Benefits for 4th O	uarter ended 30 .	lune 2015			0045/4/14 11	- n	A.F. III
Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	С	Surrent year 2014/1	15	2015/16 Mediu	m Term Revenue Framework	& Expenditure
R thousands		Audited	Audited	Audited Outcome	Original Budget	Adjusted	Full Year	Budget Year	Budget Year	Budget Year
	1	Outcome A	Outcome B	C	D	Budget E	Forecast	2015/16 G	2016/17 H	2017/18 I
Councillors (Political Office Bearers plus Other)			-	-	_	_				
Basic Salaries and Wages		3 386	4 348	4 761	3 627	3 513	3 513	4 946	5 030	5 113
Pension and UIF Contributions Medical Aid Contributions		35	66							
Motor Vehicle Allowance								41	42	43
Cellphone Allowance					334	334	334	251	256	260
Housing Allowances		070	544	242	4.070	4.070	4.070			
Other benefits and allowances Sub Total - Councillors		379 3 800	516 4 930	363 5 124	1 270 5 231	1 270 5 117	1 270 5 117	61 5 301	62 5 390	64 5 480
% increase	4	0 000	29.7%	3.9%	2.1%	(2.2%)	0	3.6%	1.7%	1.79
Senior Managers of the Municipality	2									
Basic Salaries and Wages		2 092	2 462	3 589	4 326	4 326	4 326	3 693	3 755	3 818
Pension and UIF Contributions Medical Aid Contributions		87	54	49	18	18	18	9	10	10
Overtime										
Performance Bonus		75	22	502	614	614	614			
Motor Vehicle Allowance		295	308	231				662	674	685
Cellphone Allowance Housing Allowances				30	25	25	25	31	32	32
Other benefits and allowances			188		400	400	400	85	87	88
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations		0.540	2.024		F 000	F 000	F 000	4.400	4557	4.00
Sub Total - Senior Managers of Municipality % increase	4	2 549	3 034 19.0%	4 401 45.1%	5 383 22.3%	5 383	5 383	4 482 (16.8%)	4 557 1.7%	4 633 1.79
Other Municipal Staff			17.070	73.170	22.370			(10.070)	1.770	1.77
Basic Salaries and Wages		15 768	20 986	24 453	35 170	31 804	31 804	33 649	34 280	34 786
Pension and UIF Contributions		1 421	4 544	3 730	949	3 103	3 103	3 408	3 466	3 523
Medical Aid Contributions Overtime		2 459 1 180	1 354	1 363 630	1 321 645	1 813 1 970	1 813 1 970	1 841 2 001	1 873 2 035	1 904 2 069
Performance Bonus		1 112	1 304	1 483	040	1970	1 970	2 001	2 035	2 009
Motor Vehicle Allowance		. 112		160				359	365	371
Cellphone Allowance				317	153	222	222	56	56	57
Housing Allowances				146	115	176	176	178	181	184
Other benefits and allowances Payments in lieu of leave		1 406	1 654	510	4 352	1 384	1 384	1 320	1 342	1 365
Long service awards		64	208	4	75	75	75			
Post-retirement benefit obligations			169							
Sub Total - Other Municipal Staff		23 411	28 915	32 797	42 780	40 546	40 546	42 813	43 599	44 259
% increase	4		23.5%	13.4%	30.4%	(5.2%)		5.6%	1.8%	1.5%
Total Parent Municipality % increase	4	29 760	36 879 23.9%	42 322 14.8%	53 395 26.2%	51 047 (4.4%)	51 047	52 595 3.0%	53 546 1.8%	54 372 1.5%
Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Husing Allowances Housing Allowances Other benefits and allowances Board Fees Payments in lieu of leave Long service awards										
Post-retirement benefit obligations Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entitles Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Celiphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime										
Oreitine Performance Bonus Molor Vehicle Allowance Cellphone Allowance Housing Allowances										
Olther benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase Total Municipal Entities	4									
TOTAL SALARY, ALLOWANCES & BENEFITS		29 760	36 879	42 322	53 395	51 047	51 047	52 595	53 546	54 372
% increase	4	25.015	23.9%	14.8%	26.2%	(4.4%)	/F 00-	3.0%	1.8%	1.59
TOTAL MANAGERS AND STAFF	5	25 960	31 949	37 198	48 164	45 929	45 929	47 295	48 156	48 892

Eastern Cape: Baviaans(EC107) - Table SA22 Summary Counci	lior and	Stall Delicits loi	nii Quartoi ciruot							
Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	С	urrent year 2014/1	15	2015/16 Mediu	m Term Revenue Framework	& Expenditure
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
	1	A	B	C	D	E	F	G G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages Pension and UIF Contributions		1 383	1 081		1 572	1 572	1 572	1 649	1 740	1 832
Medical Aid Contributions					12	25	25	29	30	32
Motor Vehicle Allowance			343							
Cellphone Allowance Housing Allowances			84		171	171	171	181	191	201
Other benefits and allowances										
Sub Total - Councillors % increase	4	1 383	1 507 9.0%	(100.0%)	1 755	1 768 0.7%	1 768	1 859 5.1%	1 961 5.5%	2 065 5.39
Senior Managers of the Municipality	2		9.0%	(100.0%)		0.7%		3.176	3.376	5.37
Basic Salaries and Wages		1 982	2 161	2 484	2 649	2 658	2 658	2 943	3 114	3 285
Pension and UIF Contributions Medical Aid Contributions		42	20	28	37	9	9	9	9	10
Overtime										
Performance Bonus		9	137							
Motor Vehicle Allowance Cellphone Allowance			407 59	365 58	401 58	386 58	386 58	373 58	394 61	416 64
Housing Allowances										
Other benefits and allowances						29	29	32	34	36
Payments in lieu of leave Long service awards			10			38	38			
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality % increase	4	2 033	2 793 37.4%	2 934 5.0%	3 145 7.2%	3 178 1.0%	3 178	3 415 7.5%	3 613 5.8%	3 811 5.59
% increase <u>Other Municipal Staff</u>	,		37.4%	5.0%	1.2%	1.0%		1.3%	3.0%	5.57
Basic Salaries and Wages		12 194	10 988	12 165	13 800	13 691	13 691	15 371	16 262	17 157
Pension and UIF Contributions Medical Aid Contributions		1 150 682	1 501 785	1 952 915	2 059 956	2 194 998	2 194 998	2 527 1 062	2 674 1 123	2 821 1 186
Overtime		480	422	426	461	422	422	440	466	491
Performance Bonus		1 193	729	996 120	1 114	1 080	1 080	1 277	1 351	1 425
Motor Vehicle Allowance Cellphone Allowance		193	187 39	35	175 33	33	33	33	35	37
Housing Allowances		23	6	30	32	38	38	37	39	42
Other benefits and allowances		1/4	548	596	369	422	422	418	442	466
Payments in lieu of leave Long service awards		164 211	121 366	28 136	56	75 91	75 91	80 64	85 68	89 72
Post-retirement benefit obligations		(4)	101	(91)		(131)	(131)	(139)	(147)	(155
Sub Total - Other Municipal Staff	4	16 285	15 793	17 309	19 056 10.1%	18 912	18 912	21 170 11.9%	22 398	23 630
% increase Total Parent Municipality	4	19 701	(3.0%) 20 094	9.6%	23 956	(0.8%) 23 858	23 858	26 443	5.8% 27 971	5.5% 29 506
% increase	4		2.0%	0.7%	18.3%	(0.4%)		10.8%	5.8%	5.5%
Board Members of Entities Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions Overtime										
Overtime Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances Other benefits and allowances										
Payments in lieu of leave										
Long service awards Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities TOTAL SALARY, ALLOWANCES & BENEFITS		19 701	20 094	20 243	23 956	23 858	23 858	26 443	27 971	29 506
% increase	4	17 /01	2.0%	0.7%	18.3%	(0.4%)	23 030	10.8%	5.8%	5.5%
TOTAL MANAGERS AND STAFF	5	18 318	18 587	20 243	22 200	22 090	22 090	24 584	26 010	27 441

Common	Eastern Cape: Kouga(EC108) - Table SA22 Summary Councillo	and St	all Benefits for 4t	n Quarter ended .	30 Julie 2013				0045/4/14 11		a. F. III
Common	Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	С	urrent year 2014/1	15	2015/16 Mediu		& Expenditure
Secretary of Name	R thousands					Original Budget					Budget Year 2017/18
Back State Stringer		1				D					I
Processor Proc					(201	/ 210	/ 210	/ 210	, , , ,	/ 027	7.20
March Anderson Frodge placement Frodge placem											7 294
Section Sect					1 685	1 882					2 169
2,505 2,506 2,707 2,707 3,70	1										
Sea Trible - Concention					2 825	2 804	2 851	2 851	3 153	3 327	3 503
South Memory of the Membray											12 974
Decision of Manage						1.0%	0.4%		6.6%	5.5%	5.39
Install Combitation	•	2			4 501	E 026	5 024	E 026	E 026	6 157	6 483
Mode and Automations	-					3 030	2 030	3 030	3 030	0 157	0 403
International State (American											
Start Order Abstracts											
Captors Absorbed Section Secti											
Security Security Companies											
Pages Page					5						
Languestic amount of displace San Food Science Handward (Saphine San Food San Food Science Handward (Saphine San Food San F					398						
Pearl-Information continuity and appears											
Sa Total - Sale Managers of	=										
Secretarian and Wingston Secretarian and Win	=				5 071	5 836	5 836	5 836	5 836	6 157	6 483
Date Selfising and Winger 117.215 123.742 127.02 129.225 22.925		4									5.39
Decision and Def Combidation											
Medical Acceptance 9 / 9 / 9 / 9 / 9 / 9 / 9 / 9 / 9 / 9	-										143 678
Doctmer State Part Page Pag											24 113 12 451
Mate March All All All All All All All All All Al											12 122
Colpinor Albusomer 488 485 485 485 485 535 532 Chee from's and disources 75 0.55 32 700 32 700 32 700 32 700 32 700 Chee from's and disources 75 0.55 32 700 32 700 32 700 32 700 Chee from's and disources 75 0 447 447 447 480 9.04 Chee from's and disources 75 0 447 447 447 447 480 9.04 Chee from's and disources 75 0 447 447 447 447 480 9.04 Chee from's and disources 75 0 447 447 447 447 480 9.04 Chee from's and disources 75 0 75 0 75 0 75 0 75 0 75 0 75 0 Chee from's Analogo 75 0											
Securing Advances 488 45 45 46 45 50 32 70 70 32 70 70 32 70 70 70 70 70 70 70 70 70 70 70 70 70											
Differ towards and allowances 29 d.35 32 170 32 170 32 170 33 9a	1				188	485	485	485	505	532	561
Popurent his out leave 100	_										35 760
Prote devidence board obligations So Total - Other Manages Salar % hisranse 4											
187246 198-040 198-041 198-041 198-041 198-051 198-0					750	447	447	447	886	934	984
S. Increase					107 244	104 040	105 414	105 414	204 720	210 100	229 668
Total Parent Mancipality		4			107 240			193 014			5.3%
Baset Marines of Contributions Middal Ad Contributions Middal Ad Contributions Outside Performance Borus Middal Ad Contributions Outside Performance Borus Middal Ad Contributions Outside Performance Borus Under Verlor More					203 125			212 409			249 125
Basic Salinies and Wages Previous and UE Contillations Modical Add Core Bullions Overlina Performance Excus Motor Verlick Allowance (Colphons Allowance) Housing Allowances (Colphons Allowance) Housing Allowances (Board Fes. Peyments in law of laws Long service awards Person and UE Contillations Salo Toda - Contr Manages of Entities A Service Manages of Entities Service Manages of Entities Best Salories and Wages Performance Excus Motor Verlick Allowance Colphons Allowance Colphons Allowance Other brontists and discounces Peyments in law of Contributions Modical Add Contributions Other brontists and discounces Peyments in law of Laws Long service awards No Increase 4 **Service Manages of Entities **Service Wages **Peyments in law of Laws Long service waveds **Service Wages **Peyments in law of Laws Long service waveds **Service Wages **Service	% increase	4				5.2%	(0.6%)		5.6%	5.5%	5.3%
Precision and UIF Contributions Oberland Performance Bruss Move Vehicle Allowance Cidiption Relowance Cidi											
Merican AS Combibitions Outlines Performance Borus Motor Velicks Alborates Outlines Performance Borus Motor Velicks Alborates Outlines Board Fes Pergrentin in lacu draws Long service awards Pergrentin in lacu draws Long service awards North Control Combibitions Outlines Performance Borus North Combibitions Outlines Performan	-										
Doer time Performance Borus Moist Vehicle Aflorance Culphore Allowance Under Sends and allowances Board Foes Payments in leu of lowe Lung sends awards Poles determent benefit exhiptions Sub Total- Board Members or Entitles N. Increase Performance Borus Modical Afl Contributions Modical Afl Contributions Overfrine Performance Borus Modical Afl Contributions Overfrine Performance Borus Motify Whichic Aflorance Culphore Afflorance Culphore Affl											
Motor Nebbles Advances Calphone Allouence United proteins and allowances Board Fees Payments in leve of leave Long senice awards Prots reterment benefit calquisities Sub Total- Board Members of Entities N. Increase Person and UF Contributions Medical All Contributions Overfine Performance Borus Motor Vehicle Allouence Calphone Allouence Unity senice awards Prots reterment benefit deligitions Sub Total- Sender Managers of Entities A Microard of Contributions Overfine Performance Borus Motor Vehicle Allouence Calphone Allouence Unity senice awards Visional Allowances Office benefits and allouences Phyments in lieu of leave Long senice awards Visional Allowances Office Contributions Overfine Prots reterment benefit deligitions Sub Total-Senice Managers of Entities N. Increase 4 Other Staff of Entities Staff Contributions Overfine Performance Borus Unity senice awards Unity sen											
Celiptore Allowance Housing Allowances Other brends and allowances Board Tees Payments in fix of Reve Long service awards Persolate elimental brends cidipations Sub Total - Board Members of Entities Sea Total - Starting and Wages Persola and UTC continuous Allowance Housing Allowance Other brends and allowances Celiptore Allowance Housing Allowances Other brends and advancous Payments in fix of Reve Long service awards Prote-element brends cidipations Sub Total - Starting Manages of Entities Sing Starting and Starting S	Performance Bonus										
Housing Alborances Other breefits and allowances Board Fees Payments in litural feese Long service awards Prote reference benefit collipations Sub Total - Board Members of Entities % in Crease Service Managers of Entities Basic Solaries and Wayes Pension and UF Contributions Medical Ald Contributions Moder Vehicles Allowance Culiphone Allowance Housing Allowances Other benefits and allowances Post reference benefit obligations Sub Total - Service Managers of Entities Basic Solaries and Wayes Pension and UF Contributions Medical Ald Contributions Medical Ald Contributions Medical Ald Contributions Williams Medical Ald Contributions Medical Ald Contributions Overtime Pension and UF Contributions Medical Ald Contributions Overtime Chiphone Allowance Housing Allowances Chiphone Allowance Housing Allowances Chiphone Allowance Housing Allowances Housing Allowances Chiphone Momance Housing Allowances Housing Allowance Housing Allowances Housing Allowance Housing Allowances Physicial Review Benefits 4 Total Mandicpal Entities No Increase 5 Spe Total - Other Start of Entities No Increase 4 Total Mandicpal Entities No Increase 5 Spe Total - Other Start of Entities No Increase 5 Spe Total - Other Start of Entities No Increase 6 Specific Allowance 10714 Scharkey ALLOWANCES & BENEFITS 7 Specific Allowance 10714 Scharkey ALLOWANCES & BENEFITS 7 Specific Allowance 10715 Scharkey ALLOWANCES & BENEFITS 7 Specific Allowance 8 Specific Allowance 10715 Scharkey ALLOWANCES & BENEFITS 8 Specific Allowance 10715 Scharkey ALLOWANCES & BENEFITS 9 Specific Allowance 10715 Scharkey ALLOWANCES & BENEFITS 10716 Scha											
Other benefits and allowances Board Fees Board Fees Progressin illus of leave Long savvice awards South Total -Board Members of Entitles Site Total -Board Members of Entitles Heritages of Entitles Overtime Performance Borus Molici Velicis Allowance Colliphore Allowance Unity service awards Propriet Reformed benefit obligations Sub Total -Senior Managers of Entitles No Increase Sub Total -Senior Managers of Entitles No Increase A Other Staff of Entitles Site Total -Senior Managers of Entitles Modical All Contributions Overtime Performance Borus Modical All Contributions Overtime Performance Borus Modical All Contributions Overtime Performance Borus Modical Allowance Colliphore Allowance Colliphore Allowance Colliphore Allowance Flowing Allowances Phymenis in lisu of leave Long service awards Proster Entitles Sub Total - Senior Barrial Staff of Entitles No Increases A Total Manicipal Entitles No Increases A Total Manicipal Entitles No Increases A Total Manicipal Entitles No Increases A Staff of Entitles No Increase A Sta	· '										
Payments in lieu of leave Long service awards Proble eliterment benefit obligations Sub Total - Board Members of Entities % Increases 4 Senior Managers of Entities Basic Staffes and Wages Persision and Ut-Orientbulions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Celephone Allowance Hosian's Allowance Hosian's Allowance Hosian's Allowance Hosian's Allowance Hosian's Allowance Sub Total - Senior Managers of Entities % Increases 4 Other Staff of Entities Basic Staffes and Wages Persision and Ut-Orientbulions Modical Aid Contributions Overtime Performance Bonus Sub Total - Senior Managers of Entities % Increases 4 Other Staff of Entities Basic Staffes and Wages Persision and Ut-Orientbulions Modical Aid Contributions Overtime Performance Bonus Modical Aid Contributions Overtime Performance Bonus Modical Aid Contributions Overtime Performance Bonus Sub Total - Senior Managers Persis and allowance Hosian's Allowance Hosian											
Long service awards Post retirement benefit obligations Sub Total - Board Members of Entities 8 increase 4 service Managers of Entities Basic Salaries and Wages Person and UF Contributions Medical Ald Contributions Overtime Performance Bonus Montor Vehicle Allowance Celiphone Allowance Orbits and allowances Other benefits and allowances Other benefits and allowances Other benefits and allowances Person and UF Contributions **Contributions** **Other Sanf of Entities **Increase** 4 **Other Sanf of Entities Santi-Salaries and Wages Pension Managers of Entities **Increase** **Other Sanf of Entities Santi-Salaries and Wages Pension and UF Contributions Medical Ald Contributions Medical Ald Contributions Medical Ald Contributions Medical Ald Contributions Overtime Performance Bonus Montor Vehicle Allowance Celiphone Allowance Housing Allowances Housing Allowances Penyments in lieu of leave Long service awards Post-retirement benefit obligations Sout Total - Other Sanf of Entities **Total Managers of Entities **Total Managers of Entities **Total Managers of Entities **Total Sanfaloyan											
Post-referement benefit obligations Sub Total - Board Members of Entities % increase 4 Senior Managers of Entities Basic Satisties and Wages Pension and UF Contributions Medical Ald Contributions Medical Ald Contributions Overline Performance Bonus Mohor Vehicle Allowance Coliphone Allowance Housing Allowances Object and allowances Payments in lieu of leave Long service awards Post-referement benefit obligations Sub Total - Senior Managers of Entities % increase 4 Other Saff of Entities Basic Satisties and Wages Pension and UF Contributions Medical Ald Contributions Medical Ald Contributions Medical And Contributions Overline Performance Bonus Mohor Vehicle Allowance Celephone Allowance Housing Allowances Housing Allowances Object Basic Satisties and allowances Payments in lieu of leave Long service and allowances Popments in lieu of leave Long service and allowances Popments of Entities Total Municipal Entities 7 Total Satistics Satistics Satistics 4 Total Municipal Entities 7 Total Satistics Satistics Satistics 5 Satistics Satistics Satistics 5 Satistics Satistics Satistics 5 Satistics Satistics Satistics 5 Satistics											
Sub Total - Board Members of Entities											
% Increase 4 Senior Managers of Entities Basic Sativities and Wages Pension and UIF Contributions Medical Aid Contributions Medical Aid Contributions Overtime Portine Performance Bonus Motor Vehicle Allowance Celiphone Allowances Chiphone Allowances Other benefit and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Senior Managers of Entities % Increase 4 Microsave 4 Other Staff of Entities Basic Salaries and Wages Pension and UIF Contributions Wincrease Overtime Performance Bonus Motor Vehicle Allowance Celiphone Allowance Chelphone Allowances Colliphone Allowances Cher benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Staff of Entities Post-retirement benefit obligations Sub Total - Other Staff of Entities Total Municipal Entities % Increase 4 Total Ascalary, ALLOWANC	=										
Basic Salaries and Wages Pension and UIF Contributions Overtime Performance Borrus Motor Vehicle Allowance Celiptone Allowances Under Staff of Entities Sub Total - Senior Managers of Entities A contributions Overtime Performance Borrus A contributions Sub Total - Senior Managers of Entities A contributions Sub Total - Senior Managers of Entities A contributions Medical Aid Contributions Medical Aid Contributions Medical Aid Contributions Medical Aid Contributions Motor Vehicle Allowance Celiptone Allowance Celiptone Allowance Other benefits and allowances Other benefits and allowances Payments in ileu of leave Long service awards Post-retirement benefit foligiations Sub Total - Other Staff of Entities A consideration of the		4									
Pension and UIF Contributions Medical Ald Contributions Overtime Performance Borius Mortor Vehicle Allowance Celiptione Allowances Housing Allowances Other benefits and allowances Payments in lead of lawe Long service awards Post-retirement benefit obligations Sub Total - Senior Managers of Entities % increase 4 Other Staff of Entities Basic Sadnies and Wages Pension and UIF Contributions Medical Ald Contributions Overtime Performance Borius Motor Vehicle Allowance Housing Allowances Housing Allowances Other benefits and allowances Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Staff of Entities 7 Total Municipal Entities 7 Total Municipal Entities 7 Total Municipal Entities 7 Total Allowances & BENEFITS 4 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5											
Medical Aid Contributions Overtime Performance Borus Motor Vehicle Allowance Celiphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Senior Managers of Entities ### A	-										
Overtime Performance Borus Motor Vehicle Allowance Cellphone Allowances Cher benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Senior Managers of Entities Motor Staff of Entities Basic Saleries and Wages Pension and UIF Contributions Medical Ald Contributions Medical Ald Contributions Motor Vehicle Allowance Cellphone Allowance Cellphone Allowance Collphone Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Staff of Entities Mincrease 4 Total Municipal Entities Total Allowances & BENEFITS 203 125 213 687 212 409 224 205 236 86. % increase 4 5 52% (0.6%) 5 5% 5 5%											
Motor Vehicle Allowance Celiphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Senior Managers of Entities % increase 4 Other Staff of Entities Basic Salaries and Wapes Persion and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Celiphone Allowance Collphone Allowance Housing Allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Staff of Entities % increase 4 Total Municipal Entities 7 Total ALARY, ALLOWANCES & BENEFITS 203 125 213 687 212 409 224 259 23 65 66 % increase 4 5,5% increase											
Cellphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Subt Total - Senior Managers of Entitles % increase 4 Other Staff of Entities Basic Salaries and Wages Persion and UIF Contributions Medical Aid Contributions Medical Aid Contributions Overtime Performance Bonus Motor Verbide Allowance Cellphone Allowance Cellphone Allowances Other Staff and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Staff of Entities % increase 4 Total Municipal Entities Total Aminicipal Entities 7 Total Annicipal Entities 7 Tot											
Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Senior Managers of Entities 4 Other Staff of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Staff of Entities % increase 4 Total Municipal Entities 7 Total ALARY, ALLOWANCES & BENEFITS 5 203 125 213 687 212 409 212 409 224 252 236 586 % increase 4 5.2% (0.6%) 5.5% 5.5%											
Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Senior Managers of Entities % increase 4 Other Staff of Entities Basic Salaries and Wages Pension and UiF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Celiphone Allowance Other benefits and allowances Payments in lieu of leave Long service awards Sub Total - Other Staff of Entities % increase 4 Total Municipal Entities Total ALLOWANCES & BENEFITS 203 125 213 687 212 409 212 409 224 252 236 586 % increase 4 5.2% (0.6%) 5.6% 5.5%	1										
Long service awards	=										
Post-retirement benefit obligations Sub Total - Senior Managers of Entities 4	Payments in lieu of leave										
Sub Total - Senior Managers of Entities % increase 4 Other Staff of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Celiphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Staff of Entities % increase 1											
% increase ### A Cother Staff of Entities ### Basic Salaries and Wages ### Pension and UIF Contributions ### Medical Aid Contributions ### Medical Aid Contributions ### Overtime ### Performance Bonus ### Motor Vehicle Allowance ### Celiphone Allowance ### Housing Allowances ### Other Staff of Entities ### It is a staff of Entit					1						
Other Staff of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Medical Aid Contributions Overtime Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Cellphone Allowances Housing Allowances Payments in lieu of leave Long service awards Long service awards Post-retirement benefit obligations Sub Total - Other Staff of Entities 4 ** increase 4 TOTAL SALARY, ALLOWANCES & BENEFITS 203 125 213 687 212 409 224 252 236 586 % increase 4 5.2% (0.6%) 5.6% 5.5%		4									
Pension and UIF Contributions Medical Aid Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Celiphone Allowance Housing Allowance Housing Allowances Payments in leu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Staff of Entities Mincrease 4 Total Municipal Entities Total Municipal Entities Total Auto-Air Air Air Air Air Air Air Air Air Air											
Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Celiphone Allowance Celiphone Allowance Other benefits and allowances Other benefits and allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Staff of Entities	Basic Salaries and Wages										
Overtime											
Performance Bonus Motor Vehicle Allowance Celiphone Allowance Housing Allowance Housing Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Staff of Entities											
Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Staff of Entities % increase Total Municipal Entities TOTAL SALARY, ALLOWANCES & BENEFITS 203 125 213 687 212 409 212 409 224 252 236 586 % increase 4 5.2% (0.6%) 5.6% 5.5%											
Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Staff of Entities % increase 1 Total Municipal Entities TOTAL SALARY, ALLOWANCES & BENEFITS 203 125 213 687 212 409 212 409 224 252 236 586 % increase 4 5.2% (0.6%) 5.6% 5.5%											
College benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Post-retirement Po	1										
Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Staff of Entities Sub Total - Other Staff of Entities Sub Total - Other Staff of Entities Sub Total Municipal Entities Sub Total Municipal Entities Sub Total Municipal Entities Sub Total Stalary, ALLOWANCES & BENEFITS 203 125 213 687 212 409 212 409 224 252 236 586 Sub Increase 4 Sub Increase 4 Sub Increase 5.2% (0.6%) 5.6% 5.5% 5.5% Sub Increase 5.2% Sub Increase 5.2% (0.6%) 5.6% 5.5% Sub Increase 5.2% Sub Increase	=										
Long service awards Post-retirement benefit obligations Sub Total - Other Staff of Entities % increase 4 TOTAL SALARY, ALLOWANCES & BENEFITS 203 125 213 687 212 409 212 409 224 252 236 586 % increase 4 5.2% (0.6%) 5.6% 5.5%											
Post-retirement benefit obligations											
% increase 4 Total Municipal Entities 203 125 TOTAL SALARY, ALLOWANCES & BENEFITS 203 125 213 687 212 409 212 409 224 252 23 586 % increase 4 5.2% (0.6%) 5.5%	Post-retirement benefit obligations										
Total Municipal Entities											
TOTAL SALARY, ALLOWANCES & BENEFITS 203 125 213 687 212 409 212 409 224 252 236 586 % increase 4 5.2% (0.6%) 5.6% 5.5%		4									
% increase 4 5.2% (0.6%) 5.6% 5.5%		\vdash			203 125	213 687	212 409	212 409	224 252	236 586	249 125
TOTAL MANAGERS AND STAFF 5 192 317 202 775 201 450 201 450 212 574 224 245		4									5.39
- 12.01 201 100 201 100 212.017 224.203	TOTAL MANAGERS AND STAFF	5			192 317	202 775	201 450	201 450	212 574	224 265	236 151

Eastern Cape: Kou-Kamma(EC109) - Table SA22 Summary C								2015/16 Modin	m Term Revenue	& Expenditure
Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	С	urrent year 2014/1	15	2015/16 Mediu	Framework	& Expenditure
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
	1	A	B	C	D	E	F	G G	Н	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages Pension and UIF Contributions		1 431	1 823	1 941	2 039	2 039		3 509 86	3 702 91	3 898 96
Medical Aid Contributions								29	31	32
Motor Vehicle Allowance		169	576	621	652	652		726	766	775
Cellphone Allowance		689	139	154	162	162		208	219	231
Housing Allowances										
Other benefits and allowances Sub Total - Councillors		2 289	2 539	53 2 769	55 2 907	55 2 907		119 4 677	126 4 934	132 5 164
% increase	4	2 207	10.9%	9.1%	5.0%	2 707	(100.0%)	40//	5.5%	4.7%
Senior Managers of the Municipality	2						,			
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality										
% increase	4									
Other Municipal Staff										
Basic Salaries and Wages		18 623	21 324	20 641	22 943	22 943		30 175	31 026	32 739
Pension and UIF Contributions Medical Aid Contributions		2 344 1 008	3 009 1 301	3 163 1 454	3 258 1 479	3 258 1 479		3 454 1 937	3 644 2 044	3 838 2 152
Overtime		835	1 518	1 678	1 792	1 792		1 903	2 008	2 114
Performance Bonus			345	398	425	425		452	477	502
Motor Vehicle Allowance		1 279	2 284	2 593	2 769	2 769		3 204	3 380	3 560
Cellphone Allowance		69	92	145	155	155		150	158	167
Housing Allowances		91	136	237	245	245		260	274	288
Other benefits and allowances Payments in lieu of leave		2 745	714 38	2 184 19	900 20	900 20		1 529 4	1 613 5	1 654 5
Long service awards			39	152	162	162		172	181	191
Post-retirement benefit obligations								35	37	39
Sub Total - Other Municipal Staff		26 994	30 799	32 663	34 147	34 147		43 274	44 847	47 249
% increase	4		14.1%	6.1%	4.5%		(100.0%)		3.6%	5.4%
Total Parent Municipality		29 283	33 338	35 432	37 054	37 054	(100.00()	47 951	49 781	52 413
% increase Board Members of Entities	4		13.8%	6.3%	4.6%		(100.0%)		3.8%	5.3%
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions Medical Aid Contributions										
Medical Aid Contributions Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4							<u> </u>		
Total Municipal Entities			-	-			•		•	
TOTAL SALARY, ALLOWANCES & BENEFITS		29 283	33 338	35 432	37 054	37 054		47 951	49 781	52 413
% increase	5	26 994	13.8% 30 799	6.3%	4.6%	34 147	(100.0%)	42.274	3.8% 44 847	5.3%
TOTAL MANAGERS AND STAFF	5	26 994	30 /99	32 663	34 147	34 14/		43 274	44 84 /	47 249

Part	Eastern Cape: Sarah Baartman(DC10) - Table SA22 Summary	Councillo	or and Staff Benef	its for 4th Quarter	ended 30 June 2	015			2015/1/ 14-45-	T D	0 F
	Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	C	Surrent year 2014/	15	2015/16 Mediu		& Expenditure
Commonweal Commonwea	R thousands					Original Budget					Budget Year
Management		1				D					
Prince part Completes 1	Councillors (Political Office Bearers plus Other)										
Macro of Control Process 1			3 509	4 095	3 910	4 196	4 196	3 929	4 471	4 717	4 967
Mary Variable Andrews											
Manage M			1 468	1 249	1 893	1 394	1 694	1 678	2 153	2 271	2 391
20 20 20 20 20 20 20 20			210	221	250	268	268	250	284	300	316
See Seed Concellers See See See See See See See See See Se	•		7/	101	01	1.02/	1.02/	F2	117	122	120
Security											7 804
Back Sales (1998) 4 420 378 477 422 425 426 306 310 320 420		4									5.39
Personal Controllation 1	Senior Managers of the Municipality	2									
Modes And Controllation Deficience 170 181 181 2	· ·										
Destinate									334	3/4	394
Mary Order Alexanors											
Column											304
Triving Numbers 1											792
Pages and the Marke									25	27	20
Designation of Security (Security			155	85	137	169	169	131	72	76	80
Processing state Processing			239								
A. 202 S. 100 S											
The Management of State	Sub Total - Senior Managers of Municipality		6 237	5 170	5 650	6 165	6 165	5 838	5 043	5 320	5 602
1946 1942 27 27 27 27 27 27 27	% increase	4									5.39
1381 1332 1382 2003 2003 2003 2005	Other Municipal Staff		_		_		_				
Marcia And Combissions											30 934 2 387
Designation 1											2 387 11 198
Mont Name Advances 777 1746 1333 900 900 900 527 579 72				204	336						
130 131 133 144 144 155 138 146 155 139 146 155 139 146 155 139 146 155 139 146 155 139 146 155 139 146 155 139 146 155 139 146 155 139 146 155 139 139 145 145 120											829
Macura Municipal Combination South State Section S											
Popular Size of Laboration 1.5											147
See	Other benefits and allowances		699	498	979	1 470	1 470	1 044	1 145	1 207	1 270
Pool reference bound displations											
28 703 31 200 31 270 31 270 31 270 40 113 40 486 31 14 42 463 60 188 47 48	_		56								
1684 Perent Municipality	Sub Total - Other Municipal Staff		26 725	31 270	32 192	40 113	40 488	36 161	42 663	45 168	47 842
Marchael		4									5.99
Black Salleries and Willys			38 226								61 248
Post-retrement bonefit colligations 289 324	Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Board Fees Payments in lieu of leave										
Sentor Managers of Entities Sentor Managers of Entities Sentor Statement Professional Wages Persion and UIF Contributions Moderal Arts Contributions Overtime Performance Bonus Motor Vehicle Allowance Coliphone Allowance Other benefits and allowances Other benefits and Wages Other benefits and allowances Other benefits and other benefits and other benefits and other benefits Other b	=										
Basic Salinies and Wayss Person and UE Contributions Performance Borus Perform	Sub Total - Board Members of Entities		289								
% increase 4 Other Staff of Entities Basic Salaries and Wages Persion and UIF Contributions Medical Aid Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Celphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Staff of Entities % increase 4 TOTAL SALARY, ALLOWANCES & BENEFITS 18 514 42 430 43 986 53 172 53 847 47 909 54 730 57 899 61 24 % increase 4 10 2% 3.7% 20.9% 1.3% (11.0%) 14.2% 5.8% 5.8	Senior Managers of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations	4		12.1%	(100.0%)						
Diter Staff of Entities		۵									
Persion and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Celiphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Staff of Entities % increase 4 Total Municipal Entities 1289 324 1012% 3.7% 20.9% 1.3% (11.0%) 14.2% 5.88 5.88 5.88	Other Staff of Entities	1									
Post-retirement benefit obligations Sub Total - Other Staff of Entities % increase 4 Total Municipal Entities 38 514 42 430 43 986 53 172 53 847 47 909 54 730 57 899 61 24 % increase 4 10 28 3 78 2 0 98 1 38 17 4 79 99 5 4 73 0 5 78 99 6 1 24 % increase 4 10 28 3 78 2 0 98 1 38 17 4 1 99 5 4 73 0 5 7 899 6 1 24 6 5 8 7 8 8 7	Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Molor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave										
Sub Total - Other Staff of Entities % increase 4 289 324 50 102% 3.7% 20.9% 1.3% (11.0%) 14.2% 5.8% 5.8											
% increase 4 289 324 32	Post-retirement benefit obligations Sub Total - Other Staff of Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS 38 514 42 430 43 986 53 172 53 847 47 909 54 730 57 899 61 24 % increase 4 10.2% 3.7% 20.9% 1.3% (11.0%) 14.2% 5.8% 5.8	% increase	4									
% increase 4 10.2% 3.7% 20.9% 1.3% (11.0%) 14.2% 5.8% 5.8		+			42.007	E2 172	E2 047	#7 DDO	£4720	F7 000	41 746
		4	JU 314								5.89
		5	32 962								53 444

Eastern Cape: Mbhashe(EC121) - Table SA22 Summary Cour	ncillor and	Staff Benefits for	4th Quarter ende	ed 30 June 2015				2015/1/ 84- 45-	T D	0 F dit
Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	С	urrent year 2014/1	15	2015/16 Mediu	m Term Revenue Framework	& Expenditure
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
	1	А	В	С	D	E	F	G	Н	I
Councillors (Political Office Bearers plus Other)					19 907	19 907	19 907	21 255	22 500	22.77
Basic Salaries and Wages Pension and UIF Contributions					19 907	19 907	19 907	21 255	22 509	23 77
Medical Aid Contributions										
Motor Vehicle Allowance								4 330	4 586	4 84
Cellphone Allowance Housing Allowances					226	226	226			
Other benefits and allowances										
Sub Total - Councillors					20 133	20 133	20 133	25 586	27 095	28 61
% increase	4							27.1%	5.9%	5.6
Senior Managers of the Municipality Basic Salaries and Wages	2				46 905	45 664	45 664	54 466	56 692	59 47
Pension and UIF Contributions					7 718	7 718	7 718	5 328	5 701	6 10
Medical Aid Contributions					4 403	4 403	4 403	8 923	9 547	10 21
Overtime					726	726	726	777	831	88
Performance Bonus Motor Vehicle Allowance					4 820 1 021	4 820 1 021	4 820 1 021	5 157 1 093	5 518 1 169	5 909 1 25
Cellphone Allowance					1 375	1 375	1 375	1 471	1 574	1 68
Housing Allowances					554	554	554	1 748	1 870	2 00
Other benefits and allowances					1 864	1 864	1 864	212	227	24
Payments in lieu of leave					753	753	753	806	862	92
Long service awards Post-retirement benefit obligations					346	346	346	370	396	42
Sub Total - Senior Managers of Municipality					70 485	69 244	69 244	80 351	84 389	89 11
% increase	4					(1.8%)		16.0%	5.0%	5.6
Other Municipal Staff										
Basic Salaries and Wages Pension and UIF Contributions										
Pension and UIF Contributions Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff % increase	4									
Total Parent Municipality	4				90 617	89 376	89 376	105 937	111 484	117 72
% increase	4					(1.4%)		18.5%	5.2%	5.69
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase Other Staff of Entities	4									
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime Performance Bonus										
Performance Bonus Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4			<u> </u>		<u> </u>			<u></u>	<u></u>
Total Municipal Entities									_	_
TOTAL SALARY, ALLOWANCES & BENEFITS	-				90 617	89 376	89 376	105 937	111 484	117 72
% increase TOTAL MANAGERS AND STAFF	5				70 485	(1.4%) 69 244	69 244	18.5% 80 351	5.2% 84 389	5.6° 89 11:
	J	I	l	1	70 403	U7 Z44	U7 244	JU JJ I	04 309	07 113

	Eastern Cape: Mnquma(EC122) - Table SA22 Summary Council	or and	Staff Benefits for 4	th Quarter ended	30 June 2015	ı			2015/1/ 14-40-	T D	0 F dit
Manufaction	Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	C	urrent year 2014/1	15	2015/16 Mediu		& Expenditure
A	R thousands					Original Budget					Budget Year
Sec Service Story		1				D					
Mach And Contribution Control Miners									14 286	15 072	15 87
Control of Standard 1975			003								
Section Processing	Motor Vehicle Allowance		3 956			4 029	3 712		4 680	4 938	5 200
200 190			750			909	909		1 513	1 597	1 68
Banker Concidence 1			36			3 912	3 912		3 660	3 861	4.064
Section Sect											26 817
See2 SERVICE AND STATE 1982 1983 1985 198	% increase	4		(100.0%)			(1.4%)	(100.0%)		5.5%	5.39
Present Intelligence 1	·	2	0.004	0.554		, , , , ,			0.550	0.740	204
March and Carlinghores	<u>-</u>										
Instruction			203	105		307	307				305
March Anthonesian	Overtime										
September Abbance 1											915
Security Processors											
Experted in Sile of Note Compared a case C			220			130	130		340	370	00.
Long-series amends	Other benefits and allowances		5								
Successional Content Agriculture Successional Content Cont	Payments in lieu of leave										
SA Print	I =										
Section (1999 1999			E 040	2 704		4 010	4 010		7.022	7 400	7 00-
Seed Section of Wileys		4	3 848		(100.0%)	0 818	0 818	(100.0%)	/ 023		7 80. 5.39
Particular August Part				·/	,			,/		70	2.0
Medical Ad Contribution											112 139
Description											16 05
Printmarce Bance 6.09 3.402 4.725 5.00 5.281 5.505 Collaborar Allowance 6.09 3.402 4.725 5.00 5.281 5.505 Collaborar Allowance 6.09 3.402 4.725 5.00 5.281 5.505 Collaborary Allowance 6.09 3.402 4.725 5.00 5.281 5.505 Collaborary Allowance 6.09 5.003 Collaborary Allowance 6.003 Coll											6 384
Act			0.54			002	002		340	370	000
Society Advances S			629			3 402	4 725		5 006	5 281	5 561
1.325 1.32											7
Importance among Importance	I										108
Judge Joseph Carelander Booker Saurice			1 325			5 413	11 156		4 6 / 2	4 929	5 190
Sector S											
Section Sect											
100 456 3784 114 333 153 091 771 686 176 033 180 05			78 798			114 508			139 924		146 041
See Section and Vilyage Personance Complete See		4	100.456			144 222		(100.0%)	171 006		2.09
Board Marthers of Entitles Bisk: Saffris and Whyse Persis and IF Contributions Moderal ARC contr	7 7	4	100 430		(100.0%)	144 333		(100.0%)	171 000		2.69
Sub Total - Senior Managers of Entities % increase Other Staff of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Medical Aid Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Other benefits and allowances Long service awards Post-retirement benefit obligations Sub Total - Other Staff of Entities % increase Total Municipal Entities 100 456 3 784 144 33 153 091 171 086 176 031 180 66	Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Board Fees Payments in lieu of leave Long service awards Post-retifrement benefit obligations Sub Total - Board Members of Entities We increase Senior Managers of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Cellphone Allowances Housing Allowances Payments in lieu of leave	4									
Basic Salaries and Wages Persion and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Cellphone Allowance Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Staff of Entities Total Municipal Entities Total Aslary, ALLOWANCES & BENEFITS 100 456 3 784 144 333 153 091 171 086 176 031 180 66	Sub Total - Senior Managers of Entities % increase	4									
Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Staff of Entities 7 Total Municipal Entities TOTAL SALARY, ALLOWANCES & BENEFITS 100 456 3 784 144 333 153 091 171 086 176 031 180 66											
Long service awards	Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Molor Vehicle Allowance Celiphone Allowance Housing Allowances										
Post-relifement benefit obligations	Payments in lieu of leave										
% increase 4 Total Municipal Entities 5 TOTAL SALARY, ALLOWANCES & BENEFITS 100 456 3 784 144 333 153 091 171 086 170 186 176 031 180 66	Post-retirement benefit obligations										
Total Municipal Entities 100 456 3 784 144 333 153 091 171 086 176 031 180 66											
TOTAL SALARY, ALLOWANCES & BENEFITS 100 456 3 784 144 333 153 091 171 086 176 031 180 66		4									1
% increase 4 (96.2%) (100.0%) 6.1% (100.0%) 2.9% 2.6			100 456	3 784		144 333	153 091		171 086	176 031	180 660
TOTAL MANAGERS AND STAFF 5 84 645 3.784 121 326 130 401 146 946 150 564 153 84					(100.0%)			(100.0%)			2.69 153 843

Section Company Comp	Eastern Cape: Great Kei(EC123) - Table SA22 Summary Council	illor and	Staff Benefits for	4th Quarter ender	d 30 June 2015						
	Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Cı	urrent year 2014/1	15	2015/16 Mediu		& Expenditure
March Marc	R thousands					Original Budget					
Company Comp		1									
Product Contracts	Councillors (Political Office Bearers plus Other)		^	5	Ü	5	-		Ü		,
Machanizaminame	=								2 410	2 552	2 705
Management Man			200				0	0			
Control Cont			688				774	774	834	884	937
Section Sect	Cellphone Allowance					267	267	267	382	405	429
Ser Grant Concluses 1											
Secure Secure of March 1999 1999			2 047	2 004							112
Sept Sept Sept Sept Sept Sept Sept Sept		4	2 047		(100.0%)	3 037		3 403			6.09
Total part Centiments 100 100 100 100 20	Senior Managers of the Municipality	2									
Medical Action Medical Community Medical	•										3 663
Destination			106	198					500	530	561
Mary Part Albanesian						170	20	20			
Control processing											
Section Processing 1909 27 290 28 28 28 28 28 28 28 2			266	1 085							435
1906 1906	1										184
Experiment Substitute Sub			250	22					306	324	343
Seg particul displaces Sep 127 2703 2304 2314 4437 4488 5186			2.57	22		300	10	10			
See Posit - Secretary Manager of Managemity See Posit - Secretary Manager Secretary Manage	T =										
Marcine 4 1.0 1.	Post-retirement benefit obligations										
Section of Part			1 527		/	4 285		2 314			5 188
Section Section 2016 1983 1983 1983 2983 2985		4		93.4%	(100.0%)		(46.0%)		99.7%	5.9%	6.09
Processor of the Combination			12 853	16 691		21 638	19 834	19 834	27 289	28 899	30 633
Designation											4 657
Medical Analysis 1500											2 551
Most Public Alleaness 4 49 1500 1777 1777 978 949 104 104 104 105 107				363		500	500	500			864
Captions Absorber Page P			1 592	1/30		1 500	1 272	1 272			617 1 041
1900 170				437		1 300					11
Symmetric field relatives 1	1		915	417		700				983	1 042
Long notice awards				1 531							2 927
Sub-relational toleral displaces Sub-relational						1 560	1 560	1 560	472	499	529
11-140 24-340 30-70 (100-70) (17-20)				2 165							
Section Sect			17 749			33 713	31 299	31 299	39 974	42 332	44 872
Sincerase		4			(100.0%)						6.0%
Board Marchard Strattbas Black Statistics and UF Contributions Outsides Persistant and UF Contributions Outsides Reflectand No Demonstrations Bidder Verbisk Allowance Colliptions Allowance Collipti			22 124			41 635		37 098			54 243
Long service awards Post-retirement benefit obligations 4 Sub Total - Other Staff of Entities 4 Sub Total - Other Staff of Entities 4 Sub Total Municipal Entities 4 Sub Total Municipal Entities 5 5 5 22 124 30 207 41 635 37 098 37 098 48 322 51 173 54 24 % increase 4 36.5% (100.0%) (10.0%) (10.9%) 30.3% 5.9% 6.0°	Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Cellphone Allowances Other benefits and allowances Board Fees Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Board Members of Entities % increase Senior Managers of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Collphone Allowance Long service awards Post-retirement benefit obligations Sub Total - Senior Managers of Entities % increase Other Staff of Entities Basic Salaries and Wages Pension and UIF Contributions Overtime Performance Bonus Molor Vehicle Allowance Long service awards Post-retirement benefit obligations Sub Total - Senior Managers of Entities % increase Other Staff of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Cellphone Allowance Housing Allowances										
% increase 4 36.5% (100.0%) (10.9%) 30.3% 5.9% 6.0%	Long service awards Post-retirement benefit obligations Sub Total - Other Staff of Entities % increase	4									
			22 124		/ar :	41 635		37 098			54 243
	% increase TOTAL MANAGERS AND STAFF	5	19 277	36.5% 27 214	(100.0%)	37 998	(10.9%)	33 613	30.3% 44 595	5.9% 47 226	6.0% 50 060

Eastern Cape: Amahlathi(EC124) - Table SA22 Summary Co	uncillor and	d Staff Benefits fo	or 4th Quarter ende	ed 30 June 2015	1			I		
Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	С	urrent year 2014/1	15	2015/16 Mediu	m Term Revenue Framework	& Expenditure
R thousands		Audited	Audited	Audited	Original Budget	Adjusted	Full Year	Budget Year	Budget Year	Budget Year
	1	Outcome A	Outcome B	Outcome	D	Budget E	Forecast F	2015/16 G	2016/17 H	2017/18
Councillors (Political Office Bearers plus Other)		**		ŭ	J	_				
Basic Salaries and Wages										
Pension and UIF Contributions Medical Aid Contributions			986	1 127	1 252 968	1 377 1 064	1 377 1 064	1 514 1 171	1 602 1 239	1 687 1 304
Motor Vehicle Allowance			2 310	3 354	2 673	2 940	2 940	3 234	3 422	3 603
Cellphone Allowance					843	927	927	1 020	1 079	1 137
Housing Allowances										
Other benefits and allowances Sub Total - Councillors			7 343 10 639	7 923 12 404	6 290 12 026	6 919 13 228	6 919 13 228	7 611 14 551	8 053 15 395	8 479 16 211
% increase	4		10 037	16.6%	(3.0%)	10.0%	13 220	10.0%	5.8%	5.3%
Senior Managers of the Municipality	2									
Basic Salaries and Wages					5 184	5 184	5 184	5 702	6 033	6 352
Pension and UIF Contributions Medical Aid Contributions					400 98	400 98	400 98	440 108	465 114	490 120
Overtime					70	70	70	100	114	120
Performance Bonus										
Motor Vehicle Allowance					1 344	1 344	1 344	1 478	1 564	1 647
Cellphone Allowance Housing Allowances										
Other benefits and allowances					135	135	135	149	157	166
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality % increase	4				7 161	7 161	7 161	7 877 10.0%	8 334 5.8%	8 775 5.3%
% increase Other Municipal Staff	4							10.0%	5.0%	5.5%
Basic Salaries and Wages					50 531	51 436	51 436	57 994	61 358	64 610
Pension and UIF Contributions					8 094	7 564	7 564	8 320	8 803	9 269
Medical Aid Contributions					2 508	2 508	2 508	2 759	2 919	3 073
Overtime Performance Bonus					1 291	1 291	1 291	1 420	1 502	1 582
Motor Vehicle Allowance					681	681	681	749	793	835
Cellphone Allowance					68	597	597	656	694	731
Housing Allowances					160	1 570	1 570	1 727	1 827	1 924
Other benefits and allowances						400	400	405	440	454
Payments in lieu of leave Long service awards						123	123	135	143	151
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff					63 332	65 769	65 769	73 761	78 039	82 175
% increase	4					3.8%		12.2%	5.8%	5.3%
Total Parent Municipality			10 639	12 404	82 519	86 158	86 158	96 189	101 768	107 162
% increase Board Members of Entities	4			16.6%	565.3%	4.4%		11.6%	5.8%	5.3%
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus Motor Vobicle Allowance										
Motor Vehicle Allowance Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities % increase	4									
% increase Total Municipal Entities	4									
TOTAL SALARY, ALLOWANCES & BENEFITS			10 639	12 404	82 519	86 158	86 158	96 189	101 768	107 162
% increase	4			16.6%	565.3%	4.4%		11.6%	5.8%	5.3%
TOTAL MANAGERS AND STAFF	5				70 493	72 930	72 930	81 638	86 373	90 951

Common	Eastern Cape: Ngqushwa(EC126) - Table SA22 Summary Cour	ncillor and	d Staff Benefits fo	r 4th Quarter ende	ed 30 June 2015				2015/14 Modiu	m Torm Dougnus	9 Evnondituro
Company	Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	C	urrent year 2014/1	5	2015/16 Mediu		& Expenditure
Company Comp	R thousands					Original Budget					Budget Year 2017/18
1862 1970		1				D					
Section And Companies Go Co To To To To To To T	,										
Machael Confession 10											4 158 831
Mac Control Albanomic 1											660
1 1 1 1 1 1 1 1 1 1			330								1 842
Test			346								583
April Controlled 197 200 190 1	Housing Allowances										
Secure Secure of Machine Annual Company 2 200 150											101
Section Sect			6 177		(100.00()	7 265		8 065			8 175
Seed Section Principle 1,200 1,2				(49.5%)	(100.0%)		11.0%		(9.4%)	5.9%	5.69
Present multi-Contribution			2 949	128 540		4 539	4 539	4 539	6 252	5 403	5 705
Description Process 2	=										
Section Sect	Medical Aid Contributions		71	309							
Description Absorance 30 2 23 78 76 76 76 76 76 76 76											
Control Advances											
Section Sect			3/			49	49	49			
Systems File Start Sta	5										
Sequence content Sequence S				55							
Substitute Sub											
BACCORNEL AND BACCORNEL AN	= -										
2004 March 1969 17 77 187 25 25 25 25 26 26 23 23 3 465 35 465 20 466	Sub Total - Senior Managers of Municipality		4 150			5 402	5 402	5 402			5 70
Seek Seminar and Village 17 977		4		3124.3%	(100.0%)				(5.6%)	5.9%	5.69
Service and DET Contributions							_	_		_	
1 100 700 30 30 30 100 1401 1401 150 150 1501 1401 150 1501 1401 150 1501 1401 15											36 59
Destree											6 470 1 567
Decoration Distance 104 552 2 000 2 000 2 000 1 000 1 0 0 0 0 0 0 0 0 0 0 0 0						30	30	30	1401	1 404	1 30
1044 562 2,000 2,000 1,344 1,360 1,466											
Southing Molecuries 532 16 30 30 30 30 20 75						2 092	2 092	2 092	1 284	1 360	1 436
Debt 100	Cellphone Allowance		154	91		257	257	257	212	225	237
153 29 29 20 29 20 20 20 20	I									87	92
Pre-Pre-Pre-Pre-Pre-Pre-Pre-Pre-Pre-Pre-						515	515	515	1 652		
Sect Action of the Company of Section 1			151	39							
24 280 74 40 31 13 28 000 63 127 64 333 44 55											
S. Increase			24 280	7 660		31 153	28 099	28 099	43 137	43 933	46 394
Section		4			(100.0%)						5.69
Board Moment of Fatiliss Bailes Salaria and Wages Prenis and UE Contributions Motion Vehicle Advances Colptions Albanices Motion Vehicle Advances Colptions Albanices Motion Vehicle Advances Colptions Albanices Other breefs and advances Brown Fees Prymets in live of loane Priss celement breeff dolgsfores Salar Galaria and Wages Priss celement breeff dolgsfores Salar Galaria and Wages Priss celement breeff dolgsfores Salar Galaria and Wages Professional Advances Colptions Albanices Other breefs and albanices Performance Brown Motion Vehicle Advances Colptions Albanices Other breefs and albanices Salar Galar Centilis Salar Galar Centilis Salar Galar Gettlies Salar Galar Gettlies Salar Galar Gettlies Moraria and UE Contributions Other breefs and albanices Other breefs an	Total Parent Municipality		34 608	144 598		43 821	41 567	41 567	55 549	57 077	60 274
Basic Salaris and Wages Premism and UIF Contributions Outsides Professional Contributions Outsides Desire American Service Bood Fore Progression Intellegations Salo Total - Geord Members of Frailities As Total - Geord Members Outsides As Total - Service American Members Outsides As Contributions Outsides As Contributions As Total - Service American Members Outsides As Contributions As Total - Service American Members Outsides As Contributions Outsides As Contributions As Total - Service American Members Outsides As Contributions Outsides As Contributions Outsides As Contributions Outsides As Associated As Contributions Outsides As Contributions Outsides As Contributions Outsides As Contributions Outsides As Associated As Contributions Outsides As Contributions Outsides As Contributions Outsides As Contributions Outsides Associated As Associated As Contributions Outsides Associated Associated As Contributions Outsides Associated Associat	% increase	4		317.8%	(100.0%)		(5.1%)		33.6%	2.8%	5.69
Post-retirement benefit obligations Sub Total - Senior Managers of Entities % increase 4 Other Staff of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowance Housing Allowances Other benefits and allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Staff of Entities % increase 4 Total Municipal Entities TOTAL SALARY, ALLOWANCES & BENEFITS 3 4 608 144 598 4 3 821 4 1 567 4 1567 5 5 549 5 7 077 6 0 2	Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowancess Board Fees Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Board Members of Entities % increase Senior Managers of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Dither benefits and allowances Payments in lieu of leave	4									
Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Celliphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit lobligations Sub Total - Other Staff of Entities % increase 4 Total Municipal Entities TOTAL SALARY, ALLOWANCES & BENEFITS 34 608 144 598 43 821 41 567 41 567 55 549 57 077 60 2	Sub Total - Senior Managers of Entities % increase <u>Other Staff of Entities</u>	4									
Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Staff of Entities % increase 4 Total Municipal Entities TOTAL SALARY, ALLOWANCES & BENEFITS 34 608 144 598 43 821 41 567 41 567 55 549 57 077 60 2	Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Celiphone Allowance Housing Allowances										
Total Municipal Entities 4 4 4 5 5 5 5 5 7 7 6 2 TOTAL SALARY, ALLOWANCES & BENEFITS 34 608 144 598 43 821 41 567 41 567 55 549 57 077 60 22	Payments in lieu of leave Long service awards Post-retirement benefit obligations										
TOTAL SALARY, ALLOWANCES & BENEFITS 34 608 144 598 43 821 41 567 41 567 55 549 57 077 60 2	% increase	4									
			34 608	144 598		43 821	41 567	41 567	55 549	57 077	60 274
	% increase	4		317.8%	(100.0%)		(5.1%)		33.6%	2.8%	5.69 52 099

March Marc	Eastern Cape: Nkonkobe(EC127) - Table SA22 Summary Cour	Ref	d Staff Benefits fo	or 4th Quarter end 2012/13	ed 30 June 2015 2013/14		urrent year 2014/	15	2015/16 Mediu	m Term Revenue	& Expenditure
	Summary of Employee and Councillor Remuneration	Ref				C			5 1 17		
Concession of American Control of Control	R thousands					Original Budget					
Back States of States	0 11 10 11 10 11	1	Α	В	С	D	E	F	G	Н	I
Name and Contraction									9 217	9 645	10 11:
Mary Aller Andrews	<u> </u>								7217	7 043	10 110
Control Anthonics	Medical Aid Contributions								228	239	250
Sector Controllers Contr											3 428
March Contribute	1 -								1 229	1 287	1 350
All hand Concludes											
Ministration of Ministration 1									13 797	14 439	15 14
Book Service and Brown Person and Experimentary Person and Experiment		4									4.9
Present and Controllance	Senior Managers of the Municipality	2									
Micros de Contrater:	<u> </u>										3 22
Destroy Dest									10	10	10
Professional Billion											
Compared Automatics									244	256	26
Secure photograms											74
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Sections and section of the content											
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Culphone Allowance Other bronts and advances Other bronts and advances Popments in less of these Long services acards Popments and the Services A College of the Mandage Services A Service											
Noutries Allewares Payments in facilitation Point external and disseases Point external bound religiations San Facial - Other Manages Sales II Nourosas 4 Nourosas And Allewares Andrewares	Motor Vehicle Allowance										
Onte Institute and Section Control Con	1 -										
Pyrement in lar of large control and department to control department benefic department	_										
Long service awards											
Post-atternation for displaying Styling Present Managers 4	_ ·										
Sub- Total Power Manipolity											
Trotal Parent Manicipality No Increase Board Members of Entities Board Manicipality Person and Wileys Board Fees Board Fees Person and Wileys Board Fees Board Fees Board Fees Person and Wileys Board Fees Board Fees Person and Wileys Board Fees Board Fees Person and Wileys Board Fees Board											
March Marc	% increase	4									
Board Marches of Follies Bible Salters and Willyos Person and UT Contributions Moderal Ald Contributions Overline Performance Brance Author Verbice Movance Culphore Movance United States Brance Salters		<u> </u>									
Basic Salaries and Wogss Performance Boxes Modes and All Corribations Overtime Performance Boxes Mater Vehicle Allorance Celiptions Allorance Housing Allorances Other bonds and allorances Housing Allorances Other bonds and allorances Housing Allorances Other bonds and allorances Soli Total - Beart Members of Emitted No Increase and Mages Person and UE Contributions Modes Allorance Boxes Motor Vehicle Allorance Overtime Performance Boxes Motor Vehicle Allorance Housing Allorances Overtime Performance Boxes Allorances Overtime Performance Boxes Motor Vehicle Allorance Housing Allorances Overtime Performance Boxes Allorances Overtime Performance Boxes Allorances Overtime Performance Boxes Allorances Descriptions Boxes Allorances Overtime Performance Boxes Allorances Overtime Performance Boxes Allorances Overtime Performance Boxes Allorances Overtime Performance Boxes Allorances All		4									
Personan and UE Contributions Ownering Overline Performance Browns Motor Veledic Allocanico Coliptions Allocanico Coliptions Allocanico Coliptions Allocanico Coliptions Allocanico Other Incessis and allocanicos Other Incessis and allocanicos Other Incessis and allocanicos Posit ericement benefit dialiptions Six Total -Board Memoris of Emillies Basic Statiss and Wages Persona and UE Contributions Overline Performance Browns Moderal All Contributions Overline Performance benefit dialiptions Six Statis and Wages Person and UE Contributions Overline Performance benefit dialiptions Moderal All Contributions Overline Performance Browns Mode											
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Motor Verlaids Allowance Celiphone Allowance C	Overtime										
Coliption Alborations Other benefits and allowances Other benefits and allowances Other benefits and allowances Establish Carlos Board Reas Propriet aircuits Sibi Total - South Contributions Obert benefits and Wayss Profession and UF Contributions Other benefits and allowances Programme Board No Increase 4 **Si Increase *											
Housing Allowanes Board Fies Fort freinemat benefit obligations Sub Total - Board benefit obligations Medical Add Contributions Overtime Performance Borus Medical Add Contributions Overtime Performance Borus Moder Verkick Allowance Caliphone Allowance Housing Allowances Payments in less of base Long service awards Prose externed and Use Contributions Overtime Performance Borus Additional Sub Total - Serior Managers of Entities Sub Total - Serior Managers of Entities Additional Califlies Based Salatines and Wages Person and Use Contributions Overtime Performance Borus Motor Verkick Allowance Collphone Allowance Allowance Overtime Performance Borus Motor Verkick Allowance Collphone Allowance Overtime Performance Borus Motor Verkick Allowance Collphone Allowance Overtime Performance Borus Motor Verkick Allowance Collphone Allowance Collphone Allowance Overtime Performance Borus Motor Verkick Allowance Collphone Allowance Collphone Allowance Other borefits and allowances Person and Use Contributions Overtime Performance Borus Motor Verkick Allowance Collphone Allowance Collphone Allowance Other borefits and allowances Person and Use Contributions Solo Total - Other Staff of Entitles Ni notrosse 4 Ni notrosse 4 Ni notrosse 4 Ni notrosse 4 Ni notrosse Allowances Allowan											
Other benefits and allowances Board Fees Prymeth in loar of leave Long service awards Protest elements benefit obligations Sub Total - Board Members of Entities ** ** ** ** ** ** ** ** ** ** ** ** **											
Board Fies I Long Service awards Post referement benefit obligations Sub-Total - Pand between of Entities Wis increase Basic Staffers and Wagnes Persist and AUE Contributions Medical Act Contributions Motor Vehicle Allowance Culphone Allowance Housing Allowances Unity Staff of Entities Basic Staffers and Allowances Other benefits and allowances Post-referement benefit obligations Sub-Total - Sente Orthogolom Performance Borus Author Staff of Entities 4 descriptions Author Staff of Entities Basic Staffers and Allowances Overtime Performance Borus Author Staff of Entities As in crease Additional Sente Managers Additional Sentence Additional S											
Long service awards Sub Total - Board Members of Entities % increase Sub Total - Board Members of Entities % increase Basic States and Wages Persion and UIF Contributions Medical Act Contributions Medical Act Contributions Moter Vehicle Allowance Collephone Allowance Housing Allowance Housing Allowance Housing Allowance Housing Allowance Sub Total - Service Awards % increase 4 **Sub Total - Service Members Medical Act Contributions Overtime Performance Borus Micro Vehicle Allowance - Housing Allowance - Housing Allo											
Post eteriment bonelit obligations Sub Total - Board Members of Entities % increase 4 Senior Managers of Entities Basic Salarias and Wayes Pension and UIF Contributions Medical Add Contributions Overtime Performance Borus Motor Vehicle Allowance Celiphone Allowance Housing Allowances Other benefits and allowances Payments in list of leave Long senior awards Post retirement benefit obligations Sub Total - Senior Managers of Entities Basic Salarias and Wayes Persion and UIF Contributions Overtime Performance Borus Medical Add Contributions Overtime Performance Borus Medical Add Contributions Overtime Performance Borus Medical Add Contributions Overtime Performance Borus Motor Vehicle Allowance Celiphone Allowance Celiphone Allowance Housing Allowances Ober Staff of Entities Sub Total - Senior Managers of Entities Unit Contributions Overtime Performance Borus Motor Vehicle Allowance Celiphone Allowance Housing Allowances Ober Staff of Entities Sub Total - Other Staff of Entities 4 Total Municipal Entities 4 Total Municipal Entities 4 Total Municipal Entities 4 Total Municipal Entities 4 Total Municipal Entities 4 Total Municipal Entities 4 Total Municipal Entities 5 Total Acader, ALLOWANCES & BENEFITS 7 Total Acader, ALLOWANCES &	Payments in lieu of leave										
Sub Total - Board Members of Entities Suis Coatine Sand Wages Basic Salaries and Wages Performance Borus Motor Vehicle Allowance Celiphone Allowance Post-retirement benefit colligations Suis Coatine Sand Wages Person and UIF Contributions Overtime Post-retirement benefit colligations Suis Total - Senior Manages of Entities % in crosse Overtime Performance Borus A Other Salf of Entities Suis Coatine Sand Wages Person and UIF Contributions Overtime Performance Borus A Contributions Overtime A Contribution											
Seinor Managers of Entities											
Senior Managers of Entities Basic Salaries and Wages Person and UE Contributions Overtime Performance Borus Motor Vehicle Allowance Colliphone Allowances Other benefits and allowances One benefits and allowances Long service awards Priss retirement benefit obligations Sub Total - Serior Managers of Entities Sis Salaries and Wages Person and UE Contributions Overtime Performance Borus Motor Vehicle Allowance Colliphone Allowance Other benefits and allowances Other benefits and allowances Other benefits and solven and UE Contributions Motor Vehicle Allowance Colliphone Allowance Other benefits and allowances Other benefit sold gladions Sub Total - Other Staff of Entities Payments in licu of leave Long service awards Pras-retrement benefit obligations Sub Total - Other Staff of Entities Payments in licu of leave Long service awards Pras-retrement benefit obligations Sub Total - Other Staff of Entities Payments in licu of leave Long service awards Pras-retrement benefit obligations Sub Total - Other Staff of Entities Payments in licu of leave Long service awards Pras-retrement benefit obligations Sub Total - Other Staff of Entities Payments in licu of leave Long service awards Pras-retrement benefit obligations Payments in licu of leave Long service awards Pras-retrement benefit obligations Payments in licu of leave Long service awards Pras-retrement benefit obligations Payments in licu of leave Long service awards Payments in licu of leave Long se		4									
Basic Salaries and Wiggies Persion and UIF Contributions Medical Ald Contributions More Vehicle Allowance Celiphone Allowance Housing Allowances Other benefits and allowances Other benefits and allowances Payments in lieu of leave Long service awards Basic Salaries and Wages Basic Salaries and Wages Basic Salaries and Wages Post-retirement benefit obligations Sub Total - Orthbutions Modical Add Contributions Overtine Performance Borus Motor Vehicle Allowance Celiphone Allowance Other benefits and allowances Other benefit obligations Sub Total - Other Staff of Entities % In crease 4 In crease 4 In crease 4 In crease In cre	Senior Managers of Entities	'									
Medical Ald Contributions Overtine Performance Brous Motor Vehicle Allowance Culiphone Allowance Housing Allowances Other benefits and allowances Other benefits and allowances Post-retirement benefit obligations Sub Total - Sentor Managers of Entities Sals Salaries and Wages Persion and UE Contributions Overtine Performance Brous Motor Vehicle Allowance Celiphone Allowance Collephone Allowance Other benefits and allowances											
Overtime Performance Bonus Motor Vehicle Allowance Celiphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Senior Managers of Entities 8 asis: Salaries and Wages Pension and UIF Contributions Medical Ald Contributions Medical Ald Contributions Obertime Performance Bonus Motor Vehicle Allowance Housing Allowance Celiphone Allowance Ung service awards Post-retirement benefit obligations Sub Total - Senior Managers of Entities 8 asis: Salaries and Wages Pension and UIF Contributions Medical Ald Contributions Obertime Performance Bonus Motor Vehicle Allowance Ung service awards Post-retirement benefit obligations Sub Total - Other Staff of Entities 9, increase 4 Total Municipal Entities Total Municipal Entities 9, increase 4 Total Municipal Entities 9, increase 4 Total ALLOWANCES & BENEFITS 9, increase 4											
Performance Bonus Motor Vehicle Allowance Celiphone Allowances Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Subt Total - Senior Managers of Entities % increase 4 **Other Staff of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Ald Contributions Overtime Performance Bonus Motor Vehicle Allowance Celiphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Subt Total - Other Staff of Entities % increase 4 **Increase 4 **Increa											
Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Senior Managers of Entities Wisconsee 4 **Minorcase Basic Salaries and Wages Pension and UIF Contributions Medical Ald Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Other benefits and allowances Post-retirement benefit obligations Sub Total - Other Staff of Entities **Minorcase** 4 **Minorcase** **Minorcase** **Minorcase** **Minorcase** **											
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Long service awards Post-relirement benefit obligations Sub Total - Other Staff of Entities A Other Staff of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Moior Vehicle Allowance Celiphone Allowance Housing Allowances Other benefits and allowances Other benefits and allowances Other benefits and allowances Sub Total - Other Staff of Entities % increase 4 Total Municipal Entities % increase 4 Total SALARY, ALLOWANCES & BENEFITS # increase 4 **Contributions **Contrib											
Post-retirement benefit obligations Sub Total - Senior Managers of Entities % increase 4 4 Where Staff of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Staff of Entities % increase 4 TOTAL SALARY, ALLOWANCES & BENEFITS 4 4 4 4 4 4 4 4 4 4 4 4 4											
Sub Total - Senior Managers of Entities % increase 4 4 Other Staff of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Moltor Vehicle Allowance Celiphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Staff of Entities % increase 4 TOTAL SALARY, ALLOWANCES & BENEFITS 4 4 4 4 4 4 4 4 4 4 4 4 4											
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Persion and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Staff of Entities % increase 4 TOTAL SALARY, ALLOWANCES & BENEFITS % increase 4 Venice as the staff of Entities % increase 4 Venice as the staff of Entities % increase 4 Venice as the staff of Entities Venice as the staff of Entit	Other Staff of Entities										
Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Celiphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Staff of Entities % increase 4 Total Municipal Entities % increase 4 % increase 4 % increase 4 4 1 % increase 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	<u> </u>										
Overtime Performance Bonus Motor Vehicle Allowance Celiphone Allowance Housing Allowances Other benefits and allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-relirement benefit obligations Sub Total - Other Staff of Entities % increase 4 TOTAL SALARY, ALLOWANCES & BENEFITS % increase 4 **Increase** 6 **Increase** 7 **Increase** 8 **Increase**											
Performance Bonus Motor Vehicle Allowance Celiphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-relirement benefit obligations Sub Total - Other Staff of Entities % increase 14 Total Municipal Entities % increase 4											
Motor Vehicle Allowance Celiphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Staff of Entities % increase 4 Total Municipal Entities % increase 4 % increase 4 **Morease** 4 **Morea											
Cellphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Staff of Entities % increase 4 TOTAL SALARY, ALLOWANCES & BENEFITS % increase 4 % increase 4											
Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Staff of Entities % increase 1 Total Municipal Entities TOTAL SALARY, ALLOWANCES & BENEFITS % increase 4 1 Sincrease 4 1 Sincrease 4 1 Sincrease 4 Sincrease 4 Sincrease 5 Sincrease 7 Sincrease 7 Sincrease 7 Sincrease 8 Sincrease 9 Sincr	Cellphone Allowance										
Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Staff of Entities % increase 4 TOTAL SALARY, ALLOWANCES & BENEFITS % increase 4 4 ### Company of the compa											
Long service awards Post-relirement benefit obligations Sub Total - Other Staff of Entities % increase 4 TOTAL SALARY, ALLOWANCES & BENEFITS % increase 4 4 ### Contact											
Post-retirement benefit obligations Sub Total - Other Staff of Entities % increase 4 Total Municipal Entities TOTAL SALARY, ALLOWANCES & BENEFITS % increase 4 ### Company of the Compan											
Sub Total - Other Staff of Entities % increase 4 4 5 6 7 7 7 7 8 8 8 8 8 8 8 8 8											
% increase 4 Total Municipal Entities	Sub Total - Other Staff of Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		4									
% increase 4 4											
		₩									
	% increase TOTAL MANAGERS AND STAFF	5									

Eastern Cape: Nxuba(EC128) - Table SA22 Summary Councillo	r and St	aff Benefits for 4th	Quarter ended 3	0 June 2015	1					
Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	C	Current year 2014/	15	2015/16 Mediu	m Term Revenue Framework	& Expenditure
R thousands		Audited	Audited	Audited	Original Budget	Adjusted	Full Year	Budget Year	Budget Year	Budget Year
	1	Outcome A	Outcome B	Outcome	D	Budget E	Forecast F	2015/16 G	2016/17 H	2017/18
Councillors (Political Office Bearers plus Other)			5	ū	J	_	,			
Basic Salaries and Wages		1 303	1 868	2 032	1 688	1 686	1 501	1 533	1 632	1 736
Pension and UIF Contributions										
Medical Aid Contributions Motor Vehicle Allowance					659	609	435	505	538	572
Cellphone Allowance					126	128	112	112	119	127
Housing Allowances										
Other benefits and allowances								29	31	33
Sub Total - Councillors % increase	4	1 303	1 868 43.3%	2 032 8.8%	2 473 21.7%	2 423 (2.0%)	2 049 (15.5%)	2 180 6.4%	2 319 6.4%	2 467 6.49
Senior Managers of the Municipality	2		43.370	0.070	21.770	(2.076)	(13.376)	0.476	0.470	0.47
Basic Salaries and Wages		901	867	1 325	2 164	2 164	1 762	2 843	3 025	3 219
Pension and UIF Contributions				57	5	5	5	9	9	10
Medical Aid Contributions					51	51	51			
Overtime Performance Bonus								255	271	289
Motor Vehicle Allowance				153	153	59	59			
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances Payments in lieu of leave		824	837	270	342	342	342	0	0	0
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		1 725	1 704	1 804	2 714	2 620	2 218	3 108	3 307	3 518
% increase	4		(1.2%)	5.9%	50.4%	(3.4%)	(15.3%)	40.1%	6.4%	6.4%
Other Municipal Staff Basic Salaries and Wages		10 885	11 444	12 576	15 277	14 672	14 672	17 998	19 150	20 376
Pension and UIF Contributions		1 709	2 513	3 656	2 090	2 421	2 421	2 813	2 994	3 185
Medical Aid Contributions		595			657	639	639	827	880	936
Overtime		23		3						
Performance Bonus Motor Vehicle Allowance			489	491	54	54	54	56	60	63
Cellphone Allowance			489	491	34	4	4	5	5	5
Housing Allowances		37	33	33	32	13	13	25	26	28
Other benefits and allowances		1 548	135	2 170	1 592	1 463	1 463	1 998	2 126	2 262
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations Sub Total - Other Municipal Staff		14 798	14 614	18 929	19 707	19 267	19 267	23 722	25 240	26 856
% increase	4		(1.2%)	29.5%	4.1%			23.1%	6.4%	6.4%
Total Parent Municipality		17 826	18 186	22 765	24 893	24 310	23 533	29 009	30 866	32 841
% increase	4		2.0%	25.2%	9.3%	(2.3%)	(3.2%)	23.3%	6.4%	6.4%
Board Members of Entities Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus Motor Vehicle Allowance										
Motor Venicie Allowance Cellphone Allowance										
Housing Allowances						ĺ				
Other benefits and allowances										
Payments in lieu of leave										
Long service awards Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4					ĺ				
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions Medical Aid Contributions										
Overtime Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances Other benefits and allowances										
Payments in lieu of leave						ĺ				
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities % increase	4									
% increase Total Municipal Entities	-									
TOTAL SALARY, ALLOWANCES & BENEFITS		17 826	18 186	22 765	24 893	24 310	23 533	29 009	30 866	32 841
% increase	4		2.0%	25.2%	9.3%	(2.3%)	(3.2%)	23.3%	6.4%	6.4%
TOTAL MANAGERS AND STAFF	5	16 523	16 318	20 733	22 420	21 887	21 485	26 830	28 547	30 374

Eastern Cape: Amathole(DC12) - Table SA22 Summary Council	lor and	Staff Benefits for	4th Quarter ended	30 June 2015						
Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	С	Surrent year 2014/1	15	2015/16 Mediu	m Term Revenue Framework	& Expenditure
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
	1	A	B	C	D	Budget E	F	2015/16 G	2010/17 H	2017/16 I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages Pension and UIF Contributions		6 116 29	6 628	7 337	7 482	7 754	7 754	8 209	5 955	5 249
Medical Aid Contributions Medical Aid Contributions		29								
Motor Vehicle Allowance		2 030	2 192	2 130	3 143	2 187	2 187	2 673	1 584	3 089
Cellphone Allowance		343	457	744	1 059	785	785	1 073	892	1 178
Housing Allowances		2 007	2 187 98	1 933	3 367 608	2 308 413	2 308	2 379 398	2 615 384	2 711
Other benefits and allowances Sub Total - Councillors		43 10 567	11 563	108 12 253	15 659	13 447	413 13 447	14 732	11 431	438 12 666
% increase	4		9.4%	6.0%	27.8%	(14.1%)		9.6%	(22.4%)	10.89
Senior Managers of the Municipality	2									
Basic Salaries and Wages Pension and UIF Contributions		5 041 631	5 835 454	6 891 835	6 883 947	8 002 898	8 002 898	8 698 1 050	9 350 1 129	10 069 1 216
Medical Aid Contributions		131	303	121	137	133	133	118	129	137
Overtime										
Performance Bonus		643	703	774	1 408	1 408	1 408	1 957	2 104	2 263
Motor Vehicle Allowance Cellphone Allowance		1 560 202	1 828 261	1 896 323	2 129 1 149	2 173 297	2 173 297	2 221 1 761	2 388 1 893	2 571 2 015
Housing Allowances		202	125	680	46	1 365	1 365	89	96	103
Other benefits and allowances		27	78	15	264	30	30	13	14	16
Payments in lieu of leave		614	327	73						
Long service awards										
Post-retirement benefit obligations		0.040	0.012	11 400	12.042	14 204	14 306	15.004	17 000	10 200
Sub Total - Senior Managers of Municipality % increase	4	8 848	9 913 12.0%	11 608 17.1%	12 963 11.7%	14 306 10.4%	14 306	15 906 11.2%	17 099 7.5%	18 390 7.69
Other Municipal Staff								70		
Basic Salaries and Wages		182 255	220 978	257 009	303 069	320 990	320 990	360 169	387 153	415 303
Pension and UIF Contributions		25 480	33 821	43 751	48 697	55 487	55 487	62 022	66 674	71 650
Medical Aid Contributions Overtime		13 191 9 244	17 654 11 906	23 148 16 914	30 485 12 980	28 464 21 413	28 464 21 413	35 026 15 050	39 054 16 182	43 537 3 680
Performance Bonus		7 244	11 700	10 714	12 700	21413	21413	13 030	10 102	3 000
Motor Vehicle Allowance		9 088	10 715	17 937	28 461	34 350	34 350	38 400	41 260	44 376
Cellphone Allowance		3 054	4 250	5 531	9 563	7 649	7 649	11 980	12 873	13 834
Housing Allowances		1 357	1 768	2 387	9 606	4 469	4 469	947	1 018	1 093
Other benefits and allowances Payments in lieu of leave		20 904 10 625	34 038 15 598	27 963 27 076	40 871 8 739	51 256 8 739	51 256 8 739	40 461 17 047	43 499 18 312	46 740 19 659
Long service awards		10 023	15 370	21 010	0737	0737	0 737	17 047	10 312	17 037
Post-retirement benefit obligations		30 288	11 185	27 452	16 272	16 272	16 272	23 260	20 500	22 000
Sub Total - Other Municipal Staff		305 486	361 911	449 166	508 743	549 089	549 089	604 363	646 525	681 871
% increase Total Parent Municipality	4	324 902	18.5% 383 387	24.1% 473 026	13.3% 537 364	7.9% 576 843	576 843	10.1% 635 001	7.0% 675 054	5.59 712 927
% increase	4	324 902	18.0%	23.4%	13.6%	7.3%	3/0 043	10.1%	6.3%	5.69
Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Board Fees Payments in lieu of leave Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities % increase	4									
Senior Managers of Entitles Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase Other Staff of Entities	4									
Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances										
Payments in lieu of leave										
Long service awards Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities TOTAL SALARY, ALLOWANCES & BENEFITS	\vdash	324 902	383 387	473 026	537 364	576 843	576 843	635 001	675 054	712 927
% increase	4		18.0%	23.4%	13.6%	7.3%		10.1%	6.3%	5.69
TOTAL MANAGERS AND STAFF	5	314 335	371 824	460 774	521 705	563 395	563 395	620 268	663 624	700 262

Eastern Cape: Inxuba Yethemba(EC131) - Table SA22 Summary	Counci	illor and Staff Ben	erits for 4th Quar	ter ended 30 June	2015			2015/1/ 14-40	T D	0 F
Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	С	urrent year 2014/1	15	2015/16 Mediu	Im Term Revenue Framework	& Expenditure
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
	1	A	В	C	D	E	F	G	Н	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		5 464	5 895	5 664	6 743			6 753	6 753	6 753
Pension and UIF Contributions Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors	١.	5 464	5 895	5 664	6 743	(400.00()		6 753	6 753	6 753
% increase Senior Managers of the Municipality	4 2		7.9%	(3.9%)	19.1%	(100.0%)				
Basic Salaries and Wages	2	4 438		5 031	5 370			4 236		
Pension and UIF Contributions								62		
Medical Aid Contributions										
Overtime										
Performance Bonus								228		
Motor Vehicle Allowance Cellphone Allowance										
Housing Allowances										
Other benefits and allowances								1 059		
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 438	(400.00)	5 031	5 370	/400 000		5 585	/400 00**	
% increase <u>Other Municipal Staff</u>	4		(100.0%)		6.7%	(100.0%)			(100.0%)	
Basic Salaries and Wages		34 328		44 101	64 497					
Pension and UIF Contributions		21020]					
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff % increase	4	34 328	(100.0%)	44 101	64 497 46.2%	(100.0%)				
Total Parent Municipality	4	44 230	5 895	54 795	76 610	(100.0%)		12 339	6 753	6 753
% increase	4		(86.7%)	829.5%	39.8%	(100.0%)		1-11	(45.3%)	
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages Pension and UIF Contributions										
Pension and UIF Contributions Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4							<u> </u>		
TOTAL SALADY ALLOWANCES & RENEFITS	\vdash	41.000	F 00F	F + 70-	7/ /4-			40.00-	. 75-	
TOTAL SALARY, ALLOWANCES & BENEFITS % increase	4	44 230	5 895 (86.7%)	54 795 829.5%	76 610 39.8%	(100.0%)		12 339	6 753 (45.3%)	6 753
% increase Total Managers and Staff	5	38 766	(00.7%)	49 132	69 867	(100.0%)		5 585	(40.0%)	
	النا									

Eastern Cape: Tsolwana(EC132) - Table SA22 Summary Counc	illor and	Staff Benefits for	4th Quarter ende	ed 30 June 2015						
Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	С	urrent year 2014/	15	2015/16 Mediu	ım Term Revenue Framework	& Expenditure
		Audited	Audited	Audited		Adjusted	Full Year	Budget Year	Budget Year	Budget Year
R thousands		Outcome	Outcome	Outcome	Original Budget	Budget	Forecast	2015/16	2016/17	2017/18
Councillary (Dalitical Office Bosses along Other)	1	Α	В	С	D	E	F	G	Н	I
Councillors (Political Office Bearers plus Other) Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors										
% increase	4									
Senior Managers of the Municipality	2									
Basic Salaries and Wages										
Pension and UIF Contributions Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										-
Sub Total - Senior Managers of Municipality										1
% increase Other Municipal Staff	4									1
Basic Salaries and Wages										1
Pension and UIF Contributions										1
Medical Aid Contributions										1
Overtime										1
Performance Bonus										1
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff % increase	4									
Total Parent Municipality	-									
% increase	4									
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										1
Medical Aid Contributions										1
Overtime										1
Performance Bonus Motor Vehicle Allowance										1
Motor Venicie Allowance Cellphone Allowance										
Housing Allowances										1
Other benefits and allowances										1
Payments in lieu of leave										1
Long service awards										1
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									1
Other Staff of Entities										1
Basic Salaries and Wages										1
Pension and UIF Contributions Modical Aid Contributions										
Medical Aid Contributions Overtime										1
Overtime Performance Bonus										1
Motor Vehicle Allowance										1
Cellphone Allowance										1
Housing Allowances										1
Other benefits and allowances										1
Payments in lieu of leave										1
Long service awards										1
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										-
TOTAL SALARY, ALLOWANCES & BENEFITS	ļ .									
% increase	4									-
TOTAL MANAGERS AND STAFF	5				ı			l	<u> </u>	1

Eastern Cape: Inkwanca(EC133) - Table SA22 Summary Cour	ncillor and	Staff Benefits for	4th Quarter ende	d 30 June 2015						
Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	С	urrent year 2014/	15	2015/16 Mediu	m Term Revenue Framework	& Expenditure
R thousands		Audited	Audited	Audited	Original Budget	Adjusted	Full Year	Budget Year	Budget Year	Budget Year
	1	Outcome A	Outcome B	Outcome C	D	Budget E	Forecast F	2015/16 G	2016/17 H	2017/18
Councillors (Political Office Bearers plus Other)			5	Ü	J	_	·			
Basic Salaries and Wages		1 270	1 386	1 615	1 629			1 726	1 826	1 926
Pension and UIF Contributions Medical Aid Contributions		110	315	231	275					
Motor Vehicle Allowance		375	30	32	31			219	232	245
Cellphone Allowance		85	87	119	171			25	27	28
Housing Allowances										
Other benefits and allowances Sub Total - Councillors		10 1 850	1 818	1 997	2 106			1 970	2 084	2 199
% increase	4	1 030	(1.7%)	9.9%	5.5%	(100.0%)		1 770	5.8%	5.59
Senior Managers of the Municipality	2									
Basic Salaries and Wages		2 365	2 029	2 674	2 122			2 249	2 384	2 527
Pension and UIF Contributions Medical Aid Contributions					160 43			169	179	190
Overtime					43					
Performance Bonus					177			188	199	210
Motor Vehicle Allowance			343	364	600			636	674	715
Cellphone Allowance Housing Allowances			30	46	30			32	34	36
Other benefits and allowances		132	227	239	199			211	224	237
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality % increase	4	2 497	2 629 5.3%	3 323 26.4%	3 332 0.3%	(100.0%)		3 485	3 694 6.0%	3 915 6.0%
Other Municipal Staff	4		3.3%	20.4%	0.5%	(100.0%)			0.0%	0.07
Basic Salaries and Wages		10 141	12 485	13 201	17 420			18 396		
Pension and UIF Contributions		1 924	2 364	2 521	3 025					
Medical Aid Contributions		690	685	554	774					
Overtime		286	170	239	163					
Performance Bonus Motor Vehicle Allowance		245	435	588	286					
Cellphone Allowance			59	88	53					
Housing Allowances										
Other benefits and allowances			978	1 157	1 235					
Payments in lieu of leave										
Long service awards Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		13 286	17 177	18 349	22 957			18 396		
% increase	4		29.3%	6.8%	25.1%	(100.0%)			(100.0%)	
Total Parent Municipality		17 633	21 624	23 669	28 395			23 852	5 778	6 114
% increase Board Members of Entities	4		22.6%	9.5%	20.0%	(100.0%)			(75.8%)	5.8%
Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Board Fees Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Board Members of Entitties										
Sub Total - Board Members of Entitles % increase	4									
Senior Managers of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances										
Other benefits and allowances Payments in lieu of leave Long service awards Post-retrement benefit obligations Sub Total - Senior Managers of Entitles										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime										
Performance Bonus Motor Vehicle Allowance Cellphone Allowance										
Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities % increase Total Municipal Entities	4									
TOTAL SALARY, ALLOWANCES & BENEFITS		17 633	21 624	23 669	28 395			23 852	5 778	6 114
% increase	4		22.6%	9.5%	20.0%	(100.0%)			(75.8%)	5.8%
TOTAL MANAGERS AND STAFF	5	15 783	19 806	21 672	26 288			21 881	3 694	3 915

Eastern Cape: Lukhanji(EC134) - Table SA22 Summary Council	or and	Staff Benefits for	4th Quarter endec	1 30 June 2015	ı — —					
Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	C	urrent year 2014/1	15	2015/16 Mediu	m Term Revenue Framework	& Expenditure
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
	1	A	В	C	D	E	F	G G	Н	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages Pension and UIF Contributions			10 389		14 177	14 177	14 177	14 717	15 350	15 990
Medical Aid Contributions										
Motor Vehicle Allowance			3 463		4 980	4 980	4 980	5 110	5 783	6 295
Cellphone Allowance			760		1 010	1 010	1 010	1 709	1 610	1 709
Housing Allowances Other benefits and allowances										
Sub Total - Councillors			14 612		20 167	20 167	20 167	21 536	22 743	23 994
% increase	4			(100.0%)				6.8%	5.6%	5.59
Senior Managers of the Municipality Basic Salaries and Wages	2		4 325		5 766	5 399	5 399	7 687	9 487	9 897
Pension and UIF Contributions			502		463	434	434	1 020	1 052	1 101
Medical Aid Contributions			228		504	501	501	300	300	300
Overtime										
Performance Bonus Motor Vehicle Allowance			443 332		571 398	505 397	505 397	505 441	505 441	505 441
Cellphone Allowance			332		370	377	377	441	441	441
Housing Allowances			22		15	15	15	50	50	50
Other benefits and allowances					11	11	11	79	79	79
Payments in lieu of leave Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality			5 852		7 727	7 262	7 262	10 081	11 913	12 372
% increase	4			(100.0%)		(6.0%)		38.8%	18.2%	3.99
Other Municipal Staff Basic Salaries and Wages			84 166		87 392	86 791	86 791	108 891	115 204	118 226
Pension and UIF Contributions			12 985		10 977	10 045	10 045	17 914	20 064	22 014
Medical Aid Contributions			9 442		9 531	9 896	9 896	12 346	12 346	14 346
Overtime			5 823		7 531	7 936	7 936	9 126	9 126	9 126
Performance Bonus Motor Vehicle Allowance			3 626 2 999		3 151 3 310	2 945 2 942	2 945 2 942	7 660 4 427	7 660 4 427	7 660 4 427
Cellphone Allowance			1		1	1	1	/	=.	
Housing Allowances			245		262	262	262	494	494	494
Other benefits and allowances			2 628		2 881	2 500	2 500	1 332	1 332	1 332
Payments in lieu of leave Long service awards			489		524	620	620	714	714	714
Post-retirement benefit obligations						-				
Sub Total - Other Municipal Staff			122 404		125 559	123 940	123 940	162 903	171 366	178 338
% increase Total Parent Municipality	4		142 868	(100.0%)	153 453	(1.3%) 151 368	151 368	31.4% 194 521	5.2% 206 023	4.1% 214 705
% increase	4		142 000	(100.0%)	100 400	(1.4%)	131 300	28.5%	5.9%	4.29
Board Members of Entities				, ,		, ,				
Basic Salaries and Wages										
Pension and UIF Contributions Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus Motor Vehicle Allowance										
Motor Vehicle Allowance Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities TOTAL SALARY, ALLOWANCES & BENEFITS			142.0/0		150 450	151 3/0	454 9/9	104 534	20/ 022	944 705
% increase	4		142 868	(100.0%)	153 453	151 368 (1.4%)	151 368	194 521 28.5%	206 023 5.9%	214 705
TOTAL MANAGERS AND STAFF	5		128 256	(100.070)	133 286	131 202	131 202	172 984	183 279	190 710
				_	_					

Eastern Cape: Intsika Yethu(EC135) - Table SA22 Summary Cou	uncillor	and Staff Benefits	for 4th Quarter e	nded 30 June 201	5			0045/4/44 11		0.5 III
Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	С	Surrent year 2014/1	15	2015/16 Mediu	m Term Revenue Framework	& Expenditure
R thousands		Audited	Audited	Audited	Original Budget	Adjusted	Full Year	Budget Year	Budget Year	Budget Year
	1	Outcome A	Outcome B	Outcome C	D	Budget E	Forecast F	2015/16 G	2016/17 H	2017/18
Councillors (Political Office Bearers plus Other)			5	Ü	5	_		Ü		,
Basic Salaries and Wages		5 048	11 539	12 729	9 934		9 934	10 332	10 941	11 554
Pension and UIF Contributions										
Medical Aid Contributions Motor Vehicle Allowance					2 157		2 157	2 243	2 376	2 509
Cellphone Allowance					936		936	973	1 031	1 089
Housing Allowances										
Other benefits and allowances					595		595	619	655	692
Sub Total - Councillors		5 048	11 539	12 729	13 622		13 622	14 167	15 003	15 843
% increase	4		128.6%	10.3%	7.0%	(100.0%)		4.0%	5.9%	5.69
Senior Managers of the Municipality Basic Salaries and Wages	2									
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality % increase										
% increase Other Municipal Staff	4									
Basic Salaries and Wages					37 745		37 745	47 705	50 520	53 349
Pension and UIF Contributions					7 304		7 304	8 692	9 205	9 721
Medical Aid Contributions					2 782		2 782	3 197	3 386	3 576
Overtime										
Performance Bonus Motor Vehicle Allowance					6 517		6 517	4 014 6 937	4 251 7 346	4 489 7 758
Cellphone Allowance					743		743	799	7 346 846	893
Housing Allowances					1 783		1 783	2 086	2 209	2 333
Other benefits and allowances					7 179		7 179	1 727	1 829	1 931
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations					64 053		64 053	75 158	79 592	84 049
Sub Total - Other Municipal Staff % increase	4				64 053	(100.0%)	64 053	17.3%	79 592 5.9%	5.69
Total Parent Municipality	-	5 048	11 539	12 729	77 675	(100.070)	77 675	89 325	94 595	99 892
% increase	4		128.6%	10.3%	510.2%	(100.0%)		15.0%	5.9%	5.69
Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Celliphone Allowance Housing Allowances Other benefits and allowances Board Fees Payments in lieu of leave Long service awards Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Husing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities Basic Salaries and Wages										
Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
TOTAL SALADY ALLOWANCES & DENETITS			44	40 ==-			37	00	04	0
TOTAL SALARY, ALLOWANCES & BENEFITS % increase	4	5 048	11 539 128.6%	12 729 10.3%	77 675 510.2%	(100.0%)	77 675	89 325 15.0%	94 595 5.9%	99 892
TOTAL MANAGERS AND STAFF	5		120.076	10.3%	64 053	(100.070)	64 053	75 158	79 592	84 049
					2,000		3.000	.0 100	., ,,,	0.01

Audited Outcome		4th Quarter ended 30 June 2015			
Concentration	year 2014/15	012/13 2013/14 Current year 2014/	2015/16 Med	lium Term Revenue Framework	& Expenditure
Sept. Selections and Wages 9,770 9,701 9,812 10,227 11,10				Budget Year	Budget Year
Searchister of Marco Advances		utcome Budget		2016/17 H	2017/18
Dental and UE Combissions Mode Visite's Allowance Colphysion Allowance Colphysion Allowance Colphysion Allowance Colphysion Allowance Colphysion Allowance Colphysion Allowance San Total Commission San Total Co					
Marcial Administration	10 107 10 2	9 101 9 812 10 227 10 107	10 227 10 739	11 255	11 367
International Allocances 100-cling Alloca					
Notice from the and elements					
Chart Funds and absences 4 10.3% 78% 4.2% 0.22 10.3% 78% 4.2% 0.22 10.3% 78% 4.2% 0.22 10.3% 78% 4.2% 0.22 10.3% 78% 4.2% 0.22 10.3% 78% 4.2% 0.22 10.3% 78% 4.2% 0.22 10.3% 10.3% 78% 4.2% 0.22 10.3%					
Sub Totals - Councillors 4 8 270 9 191 9482 10 227 10 10 25					
Section Section	10 107 10 2	0 101 0 012 10 227 10 107	10 227 10 739	9 11 255	11 367
Sister Sankers and Virgos			1.2% 5.09		
Pression and UT Contributions					
Modeland AC Contributions	7 797 8 1	7 171 6 371 8 197 7 797	8 197 6 866	5 7 195	7 267
Doctrine Performance Bosus					
Performance Boss					
Caliphone Allowance Paper		115 (2 303)	97	7 101	102
International Advances Progression International Conference Progression International Conf					
Other bords and albamoros Preprints in late of takes Long service awards Preprints in late of takes Long service awards Preprints Prepri					
Pagements is less of lawer Long Service swares Long Service					
Long service awareth Prote-elemente bornel deligations Sale Total S-service Managers of Manicipality Nationaries Sale Total S-service Managers Other Manicipal Staff Boxes Saleries and Wileyis Protection and Utility Other Manicipal Staff Boxes Saleries and Manicipality Nationaries Other Manicipal Staff Other Manicipal Staff Sale Saleries and Manicipal Staff Other Manicipa					
Sab Total - Serior Managers of Municipality Nacrosses Other Manifold Staff Exist Salikins and Wages Promisin and UE Controllations Other Manifold Staff Exist Salikins and Wages Promisin and UE Controllations Other Manifold Staff Profit Monaco Boxus Other India Act Committed Staff Active Staff Staf					
Sh. Increase					
Direct Manufaciest Staff Section and UIF Contributions 19 172 20 431 29 907 35 902 33 17			8 197 6 963		7 370
Blasc Salaries and Wages	(4.9%) 5.	13.5% (44.2%) 101.5% (4.9%)	5.1% (15.1%	6) 4.8%	1.09
Pension and UIF Contributions	35 177 35 9	26 431 29 907 35 902 35 177	35 902 33 330	34 929	35 279
Downtime			6 175 6 197		6 559
Petformance Bonus			2 350 2 049		2 169
Motor vehicle Allowance	1 874 1 5	1 070 1 503 1 590 1 874	1 590 993	3 1 041	1 051
Colliphone Allorance	1 393 1 3	653 884 1303 1303	1 393 2 855	5 2 992	3 022
Housing Allowances 555 140 143 225 22 22 22 23 24 23 24 27 27 27 27 27 27 27			516 432		457
Payments in lieu of leave 2 633 399 1817 276 27	225 2	140 143 225 225	225 490	513	518
212 316 241 308 2.614 2757 5.016 5.01			560		593
Post-order-memb benefit obligations 328 2.614 2.777 5.016 5.01	276 2		276 1 928		2 041
32 996 36 399 43 227 53 442 53 00	5.016 5.0		5 016 3 197		275 3 384
Total Parent Municipality 4 7 661 52 786 57 106 71 867 70 90 % Increase Basic Salaries and Wages Pension and UIF Contributions Medical Al Contributions Well-Contributions Overtime Performance Bonus Motor Vehicle Allowance Celiphone Allowance Housing Allowances Other benefits and allowances Board Fees Pagments in lieu of leave Long service awards Pension and UIF Contributions Well-Contributions Overtime Performance Bonus Motor Vehicle Allowance Celiphone Allowance Octiphone Allowance Octiphone Allowance Other benefits and allowances Octiphone Allowance Celiphone Allowance Octiphone Allowance Octiphone Allowance Other benefits and allowances Other benefits and allowance Other benefits and allowan			53 442 52 289		55 347
% increase Baard Members of Entities Basic Salarisis and Wilgas Pensisin and UE Contributions Medical Aid Contributions Medical Aid Contributions Motor Vehicle Allowance Celiphone Allowance Housing Allowances Housing Allowances Other benefits and allowances Borard Fees Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Board Members of Entities % increase 4 Senior Managers of Entities Basic Salarisis and Wagas Persisin and UE Contributions Modor Vehicle Allowance Celiphone Allowance Celiphone Allowance Celiphone Allowance Celiphone Allowance Celiphone Allowance Collebrations and Senior Managers of Entities % increase % increase 4 Other Salard Centities Basic Salarisis and Magas Post-retirement benefit obligations Sub Total - Senior Managers of Entities % increase % increase 4 Other Salard Centities Basic Salarisis and Wagas Pension and UE Contributions Motor Vehicle Allowance Celiphone Allowance Housing Allowances Other benefits and allowances Other benefits and allowance Housing Allowance Celiphone Allowance Celiphone Allowance Celiphone Allowance Celiphone Allowance Celiphone Allowance Collephone Allow	(0.8%) 0.	10.3% 18.8% 23.6% (0.8%)	0.8% (2.2%	6) 4.8%	1.0%
Bearic Safaries and Wages Persison and UIF Contributions Medical Ad Contributions Overtime Performance Borrus Motor Vehicle Allowance Caliphone Allowance Housing Allowances Other benefits and allowances Board Foes Payments in fieu of leave Long service awards Post-retirement benefit obligations Sub Total - Board Members of Entities % increase 4 Sasic Safaries and Vages Pension and UIF Contributions Medical Ad Contributions Overtime Performance Borrus Motor Vehicle Allowance Celiphone Allowances Other benefits and allowances Powers eliciment benefit obligations Sub Total - Servior Managers of Entities 6 Sub Total - Servior Managers of Entities 7 Sub Total - Servior Managers of Entities Sub Total - Servior Managers of Entities Sub Total - Servior Managers of Entities Sub Total - Other Safar of Entities Sasic Safaries and Wages Ponser eliciment benefit obligations Overtime Performance Borrus Motor Vehicle Allowance Housing Allowances Other Safar of Entities Sasic Safaries and Wages Porsion and UIF Contributions Overtime Performance Borrus Motor Vehicle Allowance Housing Allowances Other benefits and allowances Phyments in lead of leave Long service awards Post-retirement benefit obligations Sub Total - Other Staff of Entities			71 867 69 99° 1.4% (2.6%		74 084
Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Staff of Entities					
Total Municipal Entitles					
			71 867 69 991 1.4% (2.6%	_	74 084
			61 639 59 252		62 717

Eastern Cape: Engcobo(EC137) - Table SA22 Summary Counci	llor and	Staff Benefits for	4th Quarter ended	I 30 June 2015				0045/4/14 11	- n	A.F. III
Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	С	urrent year 2014/1	15	2015/16 Mediu	m Term Revenue Framework	& Expenditure
R thousands		Audited	Audited	Audited Outcome	Original Budget	Adjusted	Full Year	Budget Year	Budget Year	Budget Year
	1	Outcome A	Outcome B	C	D	Budget E	Forecast	2015/16 G	2016/17 H	2017/18
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		6 178	6 679	6 779	7 995		7 995	8 036	8 478	8 927
Pension and UIF Contributions Medical Aid Contributions										
Motor Vehicle Allowance								2 721	2 870	3 022
Cellphone Allowance				546	911		911	904	954	1 004
Housing Allowances										
Other benefits and allowances		2 953	2 759	2 715	3 065		3 065	664	701	738
Sub Total - Councillors % increase	4	9 131	9 438 3.4%	10 041 6.4%	11 971 19.2%	(100.0%)	11 971	12 325 3.0%	13 003 5.5%	13 692 5.39
Senior Managers of the Municipality	2		3.470	0.476	17.270	(100.076)		3.076	3.376	3.37
Basic Salaries and Wages		2 037	3 330	4 036	4 036		4 036	4 710	4 969	5 233
Pension and UIF Contributions		68						40	42	44
Medical Aid Contributions										
Overtime Performance Bonus			230	600	600		600	300	317	333
Motor Vehicle Allowance			230	878	878		878	1 425	1 503	1 583
Cellphone Allowance				345	345		345	115	121	127
Housing Allowances										
Other benefits and allowances		200								
Payments in lieu of leave Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 305	3 560	5 860	5 860		5 860	6 590	6 952	7 320
% increase	4		54.4%	64.6%		(100.0%)		12.5%	5.5%	5.39
Other Municipal Staff			_		_					
Basic Salaries and Wages		17 787	21 902	19 548 3 007	27 619 6 958	(3 273)	24 347	28 807	30 392 7 149	32 003
Pension and UIF Contributions Medical Aid Contributions		3 557	2 988 2 184	3 007 2 173	6 958 1 374	(553) (244)	6 405 1 131	6 776 1 196	/ 149 1 262	7 528 1 329
Overtime		528	484	713	870	(200)	670	709	748	787
Performance Bonus										
Motor Vehicle Allowance		2 917	2 778	1 207	3 908	(1 611)	2 296	2 429	2 563	2 699
Cellphone Allowance		44	269 83	291 90	345 94		345 94	365	386 105	406
Housing Allowances Other benefits and allowances		66 2 828	1 956	2 518	860	(478)	382	100 404	426	111 449
Payments in lieu of leave		2 020	1 700	580	300	(170)	300	317	335	353
Long service awards			310	85	300		300	317	333	351
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff	١.	27 683	32 954	30 214	42 629	(6 358)	36 270	41 422	43 699	46 015
% increase Total Parent Municipality	4	39 119	19.0% 45 952	(8.3%) 46 114	41.1% 60 459	(114.9%) (6 358)	(670.4%) 54 101	14.2% 60 337	5.5% 63 654	5.3% 67 028
% increase	4		17.5%	0.4%	31.1%	(110.5%)	(950.8%)	11.5%	5.5%	5.3%
Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Husing Allowances Other benefits and allowances Board Fees Payments in lieu of leave Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities % increase	4									
Senior Managers of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entitles Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions										
Overtime Performance Bonus Motor Vehicle Allowance										
Cellphone Allowance Housing Allowances Other benefits and allowances										
Payments in lieu of leave Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities % increase Total Municipal Entities	4									
TOTAL SALARY, ALLOWANCES & BENEFITS		39 119	45 952	46 114	60 459	(6 358)	54 101	60 337	63 654	67 028
% increase	4		17.5%	0.4%	31.1%	(110.5%)	(950.8%)	11.5%	5.5%	5.39
TOTAL MANAGERS AND STAFF	5	29 988	36 514	36 073	48 488	(6 358)	42 130	48 012	50 651	53 335

Eastern Cape: Sakhisizwe(EC138) - Table SA22 Summary Cour	ncillor an	nd Starr Benefits to	or 4th Quarter end	eu 30 Julie 2013	ı					
Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	С	urrent year 2014/1	15	2015/16 Mediu	m Term Revenue Framework	& Expenditure
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
	1	A	B	C	D	E	F	G G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages Pension and UIF Contributions		4 543	4 912	5 371	5 597	5 546	5 546	5 559	5 865	6 175
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances Other benefits and allowances										
Sub Total - Councillors		4 543	4 912	5 371	5 597	5 546	5 546	5 559	5 865	6 175
% increase	4		8.1%	9.3%	4.2%	(0.9%)		0.2%	5.5%	5.39
Senior Managers of the Municipality	2									
Basic Salaries and Wages Pension and UIF Contributions		2 531 118	2 313 126	2 882 129	4 410 328	4 678 355	4 678 355	4 735 355	5 000 375	5 271 396
Medical Aid Contributions		80	76	60	148	97	97	97	102	108
Overtime										
Performance Bonus			1 180	442	695	646	646	646	682	720
Motor Vehicle Allowance Cellphone Allowance		384	232	150 96	576 78	264 69	264 69	264 69	279 73	294 77
Housing Allowances				70	82	82	82	82	87	92
Other benefits and allowances		164	95	168	160	140	140	140	148	156
Payments in lieu of leave			183							
Long service awards										
Post-retirement benefit obligations Sub Total - Senior Managers of Municipality		3 277	4 205	3 927	6 476	6 331	6 331	6 388	6 746	7 114
% increase	4	3 211	4 205 28.3%	(6.6%)	64.9%	(2.3%)	0 331	0.9%	5.6%	5.49
Other Municipal Staff										
Basic Salaries and Wages		17 331	21 306	22 223	24 574	21 138	21 138	20 491	21 614	22 753
Pension and UIF Contributions Medical Aid Contributions		1 801 1 179	2 150 1 309	2 640 1 516	2 624 1 352	2 503 1 624	2 503	2 467	2 603 1 618	2 740
Medical Aid Contributions Overtime		1 1/9 1 690	1 309 2 357	1 516 2 011	1 352 1 557	1 624 962	1 624 962	1 534 837	1 618 883	1 70 ⁴ 930
Performance Bonus		1 085	1 350	1 659	1 769	1 806	1 806	1 741	1 836	1 932
Motor Vehicle Allowance		105	109	109	17	17	17	17	17	17
Cellphone Allowance		10	43	26	12	8	8	5	5	5
Housing Allowances Others hopefits and allowances		82	82	82 51					(0)	(1
Other benefits and allowances Payments in lieu of leave		0 1 114	0 458	782	117	109	109	97	102	108
Long service awards		8	183		2					
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		24 404	29 346	31 099	32 023	28 166	28 166	27 189	28 678	30 188
% increase Total Parent Municipality	4	32 225	20.3% 38 463	6.0% 40 396	3.0% 44 097	(12.0%) 40 042	40 042	(3.5%) 39 136	5.5% 41 289	5.39
% increase	4	32 223	19.4%	5.0%	9.2%	(9.2%)	40 042	(2.3%)	5.5%	5.39
Board Members of Entities						, ,				
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities % increase	4									
Senior Managers of Entities	7									
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus Motor Vehicle Allowance										
Motor Vehicle Allowance Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards Post-retirement benefit obligations										
Post-retirement benefit obligations Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS	 . 	32 225	38 463	40 396	44 097	40 042	40 042	39 136	41 289	43 477
% increase TOTAL MANAGERS AND STAFF	4 5	27 682	19.4% 33 551	5.0% 35 025	9.2% 38 499	(9.2%) 34 497	34 497	(2.3%) 33 577	5.5% 35 424	5.3% 37 301
TO THE HIMINOCKS MID STALL	J	2/ 002	JJ 001	JO UZO	30 479	34 47/	34 497	33 311	JJ 424	3/ 301

Eastern Cape: Chris Hani(DC13) - Table SA22 Summary Counc	illor and	Staff Benefits for	4th Quarter ende	d 30 June 2015				0045/4 (14 1)	- n	A.F. III
Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	C	urrent year 2014/1	15	2015/16 Mediu	m Term Revenue Framework	& Expenditure
R thousands		Audited	Audited	Audited	Original Budget	Adjusted	Full Year	Budget Year	Budget Year	Budget Year
	1	Outcome A	Outcome B	Outcome C	D	Budget E	Forecast	2015/16 G	2016/17 H	2017/18
Councillors (Political Office Bearers plus Other)		• •	-	-	_	_		_		
Basic Salaries and Wages		4 600	7 918	4 364	5 941	6 010	6 010	6 611	7 001	7 393
Pension and UIF Contributions Medical Aid Contributions		81 973		172 870	137 1 357	130 1 248	130 1 248	143 1 373	152 1 454	160 1 535
Motor Vehicle Allowance		773		070	1 876	2 140	2 140	2 354	2 493	2 632
Cellphone Allowance					322	402	402	442	468	494
Housing Allowances		1 517		1 633						
Other benefits and allowances Sub Total - Councillors		266 7 437	7 918	291 7 331	9 633	9 930	9 930	10 923	11 567	12 215
% increase	4	, 10,	6.5%	(7.4%)	31.4%	3.1%	, ,,,,	10.0%	5.9%	5.69
Senior Managers of the Municipality	2									
Basic Salaries and Wages		3 360	3 542	5 424	6 139	6 139	6 139	6 507	6 507	6 507
Pension and UIF Contributions Medical Aid Contributions		677	945	355	1 074 368	1 074 368	1 074 368	1 138 390	1 138 390	1 138 390
Overtime										
Performance Bonus			263	348	1 514	917	917	981	1 050	1 123
Motor Vehicle Allowance		1 579	1 606	1 971	1 954	1 386	1 386	1 484	1 587	1 698
Cellphone Allowance Housing Allowances					213 63	213 63	213 63	226 66	226 66	226 66
Other benefits and allowances		312	438	366	92	92	92	98	98	98
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations		F 020	/ 704	0.4/4	11 410	10.252	10.252	10.001	11.0/2	11 24
Sub Total - Senior Managers of Municipality % increase	4	5 928	6 794 14.6%	8 464 24.6%	11 418 34.9%	10 253 (10.2%)	10 253	10 891 6.2%	11 063 1.6%	11 248 1.79
Other Municipal Staff			14.070	27.070	34.7/0	(10.270)		0.270	1.070	1.77
Basic Salaries and Wages		66 279	71 097	78 631	134 217	111 096	111 096	158 638	169 743	181 625
Pension and UIF Contributions		149	590	655	24 040	15 800	15 800	26 445	28 005	29 573
Medical Aid Contributions		3 430	2 818	4 072	11 483	6 816	6 816	12 632	13 377	14 126
Overtime Performance Bonus		998 5 338	1 164 4 859	1 298 6 458	9 486	3 311	3 311	3 576 10 435	3 862 11 051	4 171 11 670
Motor Vehicle Allowance		10 131	11 505	13 933	22 387	14 719	14 719	24 626	26 079	27 539
Cellphone Allowance					2 121	1 486	1 486	2 333	2 470	2 609
Housing Allowances		993	979	1 084	3 021	1 031	1 031	3 323	3 519	3 716
Other benefits and allowances Payments in lieu of leave		10 118 2 550	14 068 2 304	14 354 2 797	3 634	2 909 1 880	2 909 1 880	3 998	4 233	4 470
Long service awards		71	(13)	63	2 042	840	840	2 247	2 379	2 513
Post-retirement benefit obligations		6 311	6 401	2 406				78	83	87
Sub Total - Other Municipal Staff		106 368	115 772	125 751	212 432	159 889	159 889	248 329	264 801	282 099
% increase	4	119 734	8.8% 130 484	8.6% 141 545	68.9% 233 483	(24.7%) 180 071	180 071	55.3% 270 143	6.6% 287 431	6.59 305 562
Total Parent Municipality % increase	4	119 / 34	9.0%	8.5%	65.0%	(22.9%)	100 071	50.0%	6.4%	6.39
Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Celliphone Allowance Housing Allowances Other benefits and allowances Board Fees Payments in lieu of leave Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities % increase	4									
Senior Managers of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations	7		456	844						
Post-retirement benefit obligations Sub Total - Senior Managers of Entities			456	844						
% increase	4			85.0%	(100.0%)					
Other Staff of Entities Pasic Salarios and Wagos			323	2 007						
Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations			323	2 007						
Sub Total - Other Staff of Entities			323	2 007						
% increase	4			522.0%	(100.0%)					
Total Municipal Entities TOTAL SALARY, ALLOWANCES & BENEFITS		119 734	779 131 262	2 850 144 396	233 483	180 071	180 071	270 143	287 431	305 562
% increase	4		9.6%	10.0%	61.7%	(22.9%)		50.0%	6.4%	6.39
TOTAL MANAGERS AND STAFF	5	112 297	123 344	137 065	223 850	170 141	170 141	259 220	275 864	293 347

Eastern Cape: Elundini(EC141) - Table SA22 Summary Councill	or and	Staff Benefits for	4th Quarter ended	30 June 2015				2015/1/ 14-40-	T D	0 F dit
Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	C	Current year 2014/	15	2015/16 Mediu	m Term Revenue Framework	& Expenditure
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
	1	A	B	C	D	E	Forecast	2015/16 G	2016/17 H	2017/16 I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages Pension and UIF Contributions			6 130 64	6 477 94	8 407 100	8 407 100	8 407 100	9 625 104	10 183 110	10 774 117
Medical Aid Contributions Medical Aid Contributions			04	94	80	80	80	83	88	93
Motor Vehicle Allowance			2 048		1 814	1 814	1 814	1 894	2 004	2 120
Cellphone Allowance			413	724	574	574	574	613	648	686
Housing Allowances			F./	2 220	000	002	002	01	0.4	91
Other benefits and allowances Sub Total - Councillors			56 8 711	2 239 9 534	902 11 877	902 11 877	902 11 877	81 12 400	86 13 119	13 880
% increase	4			9.4%	24.6%			4.4%	5.8%	5.89
Senior Managers of the Municipality	2									
Basic Salaries and Wages Pension and UIF Contributions			3 489 9	3 661 154	3 910 164	3 910 164	3 910 164	4 137 174	4 372 184	4 625 194
Medical Aid Contributions			7	68	73	73	73	77	82	86
Overtime										
Performance Bonus				761	813	813	813	860	910	963
Motor Vehicle Allowance Cellphone Allowance			554 902	1 832	1 956	1 956	1 956	2 069	2 189	2 316
Housing Allowances			48	380						
Other benefits and allowances			334	394	406	406	406	430	454	481
Payments in lieu of leave					421	421	421	445	471	499
Long service awards										
Post-retirement benefit obligations Sub Total - Senior Managers of Municipality			5 336	7 250	7 742	7 743	7 743	8 192	8 662	9 165
% increase	4		3 330	7 250 35.9%	6.8%	1 143	1 143	5.8%	5.7%	5.89
Other Municipal Staff									1	
Basic Salaries and Wages			30 263	25 141	38 024	38 766	38 766	40 562	42 049	43 776
Pension and UIF Contributions			5 148	1 675			e			
Medical Aid Contributions Overtime			2 412 60	2 741	2 999 141	2 999 141	2 999 141	3 173 149	3 357 158	3 552 167
Performance Bonus			33	744	794	794	794	840	889	940
Motor Vehicle Allowance			2 569	118	4 952	4 952	4 952	5 239	5 543	5 865
Cellphone Allowance				191						
Housing Allowances Other benefits and allowances			885 8 404	619 16 180	1 067 3 169	1 067 3 169	1 067 3 169	1 129 3 353	1 194 3 547	1 264 3 753
Payments in lieu of leave			0 404	295	315	315	315	333	353	373
Long service awards				238	255	255	255	270	285	302
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff			49 741	47 942	51 716	52 458	52 458	55 048	57 375	59 991
% increase Total Parent Municipality	4		63 788	(3.6%)	7.9% 71 335	1.4% 72 078	72 078	4.9% 75 640	4.2% 79 157	4.69 83 036
% increase	4		03 700	1.5%	10.2%	1.0%	72 070	4.9%	4.6%	4.99
Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Board Fees Payments in lieu of leave Long service awards										
Post-retirement benefit obligations Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Molor Vehicle Allowance Celiphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entitles Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions										
Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance										
Housing Allowances Other benefits and allowances Payments in flieu of leave Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities % increase	4									
Total Municipal Entities							#		w	
TOTAL SALARY, ALLOWANCES & BENEFITS % increase	4		63 788	64 726 1.5%	71 335 10.2%	72 078 1.0%	72 078	75 640 4.9%	79 157 4.6%	83 036 4.99
TOTAL MANAGERS AND STAFF	5		55 077	55 192	59 458	60 201	60 201	63 240	66 037	69 155
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Eastern Cape: Senqu(EC142) - Table SA22 Summary Councillo	r and Sta	off Benefits for 4th	Quarter ended 3	0 June 2015						
Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	С	Surrent year 2014/	15	2015/16 Mediu	m Term Revenue Framework	& Expenditure
R thousands		Audited	Audited	Audited Outcome	Original Budget	Adjusted	Full Year	Budget Year	Budget Year	Budget Year
	1	Outcome A	Outcome B	C	D	Budget E	Forecast	2015/16 G	2016/17 H	2017/18
Councillors (Political Office Bearers plus Other)			5	Ü		_	•			
Basic Salaries and Wages		5 992	6 329	6 925	9 652	9 652	9 652	10 520	11 152	11 821
Pension and UIF Contributions										
Medical Aid Contributions Motor Vehicle Allowance										
Cellphone Allowance		438	461	497	767	767	767	986	1 045	1 108
Housing Allowances										
Other benefits and allowances		1 956	2 068	2 557	212	342	342	222	236	250
Sub Total - Councillors		8 387	8 858	9 980	10 630	10 760	10 760	11 729	12 432	13 178
% increase	4		5.6%	12.7%	6.5%	1.2%		9.0%	6.0%	6.09
Senior Managers of the Municipality Basic Salaries and Wages	2	5 434	5 954	6 357	6 548	6 548	6 548	7 749	8 214	8 707
Pension and UIF Contributions		0.101	113	11	0010	0010	0010	89	95	100
Medical Aid Contributions										
Overtime										
Performance Bonus		1 376		1 872	1 478	1 478	1 478	1 490	1 579	1 674
Motor Vehicle Allowance Cellphone Allowance		293 78	324 82	320 84	102	102	102	91	96	102
Housing Allowances		30	8	04	102	102	102	71	70	102
Other benefits and allowances		9			648	648	648			
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality % increase	4	7 220	6 479 (10.3%)	8 644 33.4%	8 776 1.5%	8 776	8 776	9 419 7.3%	9 984 6.0%	10 583 6.09
% increase Other Municipal Staff	-		(10.3%)	33.4%	1.3%			1.3%	0.0%	0.07
Basic Salaries and Wages		14 695	21 674	26 355	31 789	32 549	32 549	36 995	38 054	39 579
Pension and UIF Contributions		2 611	3 999	4 163	7 029	7 009	7 009	7 029	7 369	7 811
Medical Aid Contributions		2 629	3 068	3 466	4 769	4 131	4 131	10 333	10 809	11 353
Overtime Performance Penys		482	483	719		969	969	,		
Performance Bonus Motor Vehicle Allowance		1 090	2 994	2 008	3 204	2 204	2 204	4 705	4 952	5 249
Cellphone Allowance		84	23	208	265	282	282	277	294	311
Housing Allowances		(12)	23	15		12	12	26	28	29
Other benefits and allowances		267	536	670	135	126	126	880	933	988
Payments in lieu of leave		1 491	530	1 497						
Long service awards		237	209	256				285	302	320 2 414
Post-retirement benefit obligations Sub Total - Other Municipal Staff		23 573	33 538	39 356	47 191	47 283	47 283	2 149 62 680	2 278 65 018	68 056
% increase	4	20070	42.3%	17.3%	19.9%	0.2%	17 200	32.6%	3.7%	4.79
Total Parent Municipality		39 180	48 876	57 980	66 597	66 819	66 819	83 827	87 435	91 817
% increase	4		24.7%	18.6%	14.9%	0.3%		25.5%	4.3%	5.0%
Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Board Fees Payments in lieu of leave Long service awards Post-retirement benefit obligations										
Post-retirement benefit obligations Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS % increase	4	39 180	48 876 24.7%	57 980 18.6%	66 597 14.9%	66 819 0.3%	66 819	83 827 25.5%	87 435 4.3%	91 817 5.09
TOTAL MANAGERS AND STAFF	5	30 793	40 018	48 001	55 967	56 059	56 059	72 099	75 002	78 639
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Eastern Cape: Maletswai(EC143) - Table SA22 Summary Co	uncillor and	Staff Benefits for	r 4th Quarter ende	d 30 June 2015						
Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	С	urrent year 2014/1	15	2015/16 Mediu	m Term Revenue Framework	& Expenditure
R thousands		Audited	Audited	Audited	Original Budget	Adjusted	Full Year	Budget Year	Budget Year	Budget Year
	1	Outcome A	Outcome B	Outcome C	D	Budget E	Forecast	2015/16 G	2016/17 H	2017/18
Councillors (Political Office Bearers plus Other)			5	Ü	J	-				
Basic Salaries and Wages		1 962	2 255	2 455	2 702	2 702	2 702	2 960	3 138	3 326
Pension and UIF Contributions Medical Aid Contributions		60	185	101 109	109 116	109 116	109 116	119 132	126 140	134 148
Motor Vehicle Allowance		409	416	311	282	282	282	359	380	403
Cellphone Allowance		145	156	294	400	334	334	350	371	393
Housing Allowances										
Other benefits and allowances Sub Total - Councillors		2 576	43 3 056	3 269	3 608	66 3 608	66 3 608	70 3 990	75 4 229	79 4 483
% increase	4	2 370	18.6%	7.0%	10.4%	3 000	3 000	10.6%	6.0%	6.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		2 323	2 286	2 630	2 527	2 876	2 876	2 882	3 055	3 238
Pension and UIF Contributions Medical Aid Contributions		181 51	131 131	78 57	207 82	83 61	83 61	170 61	180 65	191 69
Overtime		31	151	37	02	01	01	01	03	0,
Performance Bonus			460	606	300	300	300	464	492	521
Motor Vehicle Allowance		638	644	640	540	661	661	700	742	787
Cellphone Allowance Housing Allowances		61 35	56 36	61 40	56 36	61 43	61 43	50 47	50 49	50 52
Other benefits and allowances		563	757	771	939	858	858	894	947	1 004
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations		2.052	4 501	4.005	4/07	4.042	4.042	F 2/0	F F01	F 012
Sub Total - Senior Managers of Municipality % increase	4	3 853	4 501 16.8%	4 885 8.5%	4 687 (4.0%)	4 942 5.4%	4 942	5 268 6.6%	5 581 5.9%	5 913 5.9%
Other Municipal Staff	7		10.076	0.5 /6	(4.070)	3.7/0		0.076	3.770	3.77
Basic Salaries and Wages		25 667	26 395	25 609	34 101	27 829	27 829	32 451	34 160	36 265
Pension and UIF Contributions		4 520	4 400	4 480	5 246	4 763	4 763	5 328	5 686	6 028
Medical Aid Contributions Overtime		1 101 1 638	1 445 1 045	1 290 490	1 639 297	1 435 578	1 435 578	1 406 551	1 506 585	1 596 620
Performance Bonus		1 038	1 045	490	291	5/8	5/8	221	282	620
Motor Vehicle Allowance		1 366	1 541	1 661	2 107	1 764	1 764	1 620	1 782	1 889
Cellphone Allowance		61	72	72	80	86	86	79	90	98
Housing Allowances		30	31	23	41	47	47	25	30	32
Other benefits and allowances Payments in lieu of leave		1 271 809	1 141 574	1 189 613	1 474 711	2 389 711	2 389 711	1 886 794	2 005 843	2 126 892
Long service awards		335	198	243	204	204	204	30	30	30
Post-retirement benefit obligations		423		504	340	340	340	50	50	50
Sub Total - Other Municipal Staff		37 221	36 842	36 175	46 240	40 146	40 146	44 221	46 767	49 626
% increase	4	43 650	(1.0%) 44 399	(1.8%) 44 329	27.8% 54 536	(13.2%) 48 697	48 697	10.2% 53 479	5.8% 56 577	6.1%
Total Parent Municipality % increase	4	43 000	1.7%	(0.2%)	23.0%	(10.7%)	40 097	9.8%	5.8%	60 022
Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Board Fees Payments in lieu of leave Long service awards Post-retiferment benefit obligations Sub Total - Board Members of Entities % increase Senior Managers of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retiferment benefit obligations Sub Total - Senior Managers of Entities	4									
Other Staff of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retiferment benefit obligations Sub Total - Other Staff of Entities % increase Total Municipal Entities	4									
TOTAL SALARY, ALLOWANCES & BENEFITS		43 650	44 399	44 329	54 536	48 697	48 697	53 479	56 577	60 022
% increase TOTAL MANAGERS AND STAFF	4 5	41 075	1.7% 41 343	(0.2%) 41 060	23.0% 50 927	(10.7%) 45 088	45 088	9.8% 49 489	5.8% 52 348	6.1% 55 539
1017 E HIANAGENO AND STALL	J	410/3	41 343	41 000	JU 72/	40 U08	40 068	47 409	JZ 348	33 339

Eastern Cape: Gariep(EC144) - Table SA22 Summary Councillo	r and St	aff Benefits for 4th	n Quarter ended 3	0 June 2015						
Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	С	urrent year 2014/	15	2015/16 Mediu	m Term Revenue Framework	& Expenditure
R thousands		Audited	Audited	Audited	Original Budget	Adjusted	Full Year	Budget Year	Budget Year	Budget Year
	1	Outcome A	Outcome B	Outcome C	D	Budget E	Forecast	2015/16 G	2016/17 H	2017/18 I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		1 836	1 946	2 360	2 521	3 000	3 000	2 503	2 651	2 807
Pension and UIF Contributions Medical Aid Contributions		0 18	0 19							
Motor Vehicle Allowance		531	562	380	406	500	500	351	371	393
Cellphone Allowance		119	126	167	179	200	200	257	272	288
Housing Allowances										
Other benefits and allowances Sub Total - Councillors		2 503	2 654	2 908	3 105	3 700	3 700	3 111	3 294	3 489
% increase	4	2 303	6.0%	9.6%	6.8%	19.2%	3 700	(15.9%)	5.9%	5.99
Senior Managers of the Municipality	2									
Basic Salaries and Wages			1 955	1 257	3 411	3 411	3 411	2 762	2 925	3 098
Pension and UIF Contributions Medical Aid Contributions			136 94	90 109	150 178	150 178	150 178	102 189	109 200	115 212
Overtime			74	107	170	176	170	107	200	212
Performance Bonus			393	278	457	457	457			
Motor Vehicle Allowance			653	480	775	775	775	860	911	965
Cellphone Allowance Housing Allowances			45	36	92	92	92	103	109	116
Other benefits and allowances			239	27	213	213	213	8	8	9
Payments in lieu of leave				-						
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality % increase	4		3 515	2 277 (35.2%)	5 279 131.8%	5 279	5 279	4 025 (23.8%)	4 262 5.9%	4 514 5.99
% increase Other Municipal Staff	7			(33.2%)	131.0%			(23.0%)	3.7%	3.97
Basic Salaries and Wages		25 180	19 584	19 038	21 078	18 026	18 026	25 250	26 740	28 318
Pension and UIF Contributions		4 122	3 722	12 640	3 649	3 497	3 497	4 211	4 459	4 722
Medical Aid Contributions		1 457	1 269	1 372	1 732	1 546	1 546	1 759	1 862	1 972
Overtime Performance Bonus		1 270 420	1 189	270	227	374	374			
Motor Vehicle Allowance		1 963	1 113	768	485	650	650	370	392	415
Cellphone Allowance		160	105	114				4	4	4
Housing Allowances		53	50	57	33	44	44	57	60	64
Other benefits and allowances		248	3 317	27 409	1 786	256	256	283 2 977	299	317
Payments in lieu of leave Long service awards		519 254	235	409	546 193	2 032 157	2 032 157	31	3 153 33	3 339 35
Post-retirement benefit obligations		251	200	ŭ	175	107	101	01	00	00
Sub Total - Other Municipal Staff		35 648	30 584	34 701	29 729	26 582	26 582	34 942	37 003	39 186
% increase	4		(14.2%)	13.5%	(14.3%)	(10.6%)		31.4%	5.9%	5.99
Total Parent Municipality % increase	4	38 151	36 753 (3.7%)	39 886 8.5%	38 112 (4.4%)	35 561 (6.7%)	35 561	42 077 18.3%	44 560 5.9%	47 189 5.99
Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Board Fees Payments in lieu of leave Long service awards Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Celiphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus										
Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities TOTAL SALARY, ALLOWANCES & BENEFITS		38 151	36 753	39 886	38 112	35 561	35 561	42 077	44 560	47 189
% increase	4		(3.7%)	8.5%	(4.4%)	(6.7%)		18.3%	5.9%	5.99
TOTAL MANAGERS AND STAFF	5	35 648	34 100	36 978	35 007	31 861	31 861	38 967	41 266	43 700

Eastern Cape: Joe Gqabi(DC14) - Table SA22 Summary Counci	ilor and	Starr Benefits for	4th Quarter ended	1 30 June 2015				1		
Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	С	urrent year 2014/	15	2015/16 Mediu	m Term Revenue Framework	& Expenditure
R thousands		Audited	Audited	Audited	Original Budget	Adjusted	Full Year	Budget Year	Budget Year	Budget Year
Killousalius		Outcome	Outcome	Outcome		Budget	Forecast	2015/16	2016/17	2017/18
Councillors (Political Office Bearers plus Other)	1	Α	В	С	D	E	F	G	Н	I
Basic Salaries and Wages		3 831	3 792					3 355		
Pension and UIF Contributions		255	518					965		
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances		100/	4.040					4000		
Sub Total - Councillors % increase	4	4 086	4 310 5.5%	(100.0%)				4 320	(100.0%)	
Senior Managers of the Municipality	2		3.3%	(100.076)					(100.0%)	
Basic Salaries and Wages		4 314	5 236							
Pension and UIF Contributions		458	425							
Medical Aid Contributions										
Overtime										
Performance Bonus		726	750							
Motor Vehicle Allowance		606								
Cellphone Allowance		49	81							
Housing Allowances										
Other benefits and allowances			621							
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations Sub Total - Senior Managers of Municipality		6 153	7 113							
% increase	4	0 133	15.6%	(100.0%)						
Other Municipal Staff			15.070	(1.50.070)						
Basic Salaries and Wages		47 753	47 753							
Pension and UIF Contributions		10 841	10 841							
Medical Aid Contributions										
Overtime		2 320	2 320							
Performance Bonus		726	726							
Motor Vehicle Allowance		8 041	8 041							
Cellphone Allowance			400							
Housing Allowances		632	632							
Other benefits and allowances		27	27 773							
Payments in lieu of leave Long service awards		773 423	423							
Post-retirement benefit obligations		905	905							
Sub Total - Other Municipal Staff		72 441	72 441							
% increase	4			(100.0%)						
Total Parent Municipality		82 680	83 864					4 320		
% increase	4		1.4%	(100.0%)					(100.0%)	
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages Pension and UIF Contributions										
Pension and UIF Contributions Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities	1.1									
% increase Other Staff of Entities	4									
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities % increase	4									
% increase Total Municipal Entities	+"-									
TOTAL SALARY, ALLOWANCES & BENEFITS	+	82 680	83 864					4 320		
% increase	4		1.4%	(100.0%)					(100.0%)	
TOTAL MANAGERS AND STAFF	5	78 594	79 554							

Eastern Cape: Ngquza Hills(EC153) - Table SA22 Summary Cou	incillor a	and Stall Benefits	101 4til Qualtel el	ided 30 Julie 201	ວ I			0045/4/14 11		0.5 111
Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	C	Current year 2014/1	15	2015/16 Mediu	m Term Revenue Framework	& Expenditure
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
	1	A	В	С	D	E	F	G	Н	1
Councillors (Political Office Bearers plus Other) Basic Salaries and Wages		9 558	10 526	11 226	11 666			12 166	12 355	13 059
Pension and UIF Contributions		7 330	10 320	11 220	11 000			12 100	12 333	13 037
Medical Aid Contributions										
Motor Vehicle Allowance Cellphone Allowance		3 355 78	3 378 66	3 602 71	3 889 1 362			3 889 1 362	4 118 1 422	4 353 1 525
Housing Allowances		70	00	/1	1 302			1 302	1 422	1 323
Other benefits and allowances										
Sub Total - Councillors % increase	4	12 991	13 969 7.5%	14 898 6.7%	16 917 13.6%	(100.0%)		17 417	17 895 2.7%	18 937 5.89
Senior Managers of the Municipality	2					(,				1
Basic Salaries and Wages										
Pension and UIF Contributions Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality										1
% increase	4									
Other Municipal Staff Basic Salaries and Wages		28 946	47 480	41 158	47 701	(5 954)	41 747	44 788	51 758	54 687
Pension and UIF Contributions		4 395	5 229	5 625	6 280			6 700	7 183	7 592
Medical Aid Contributions		4 073	9 371	10 054	12 619			12 894	11 688	12 354
Overtime Performance Bonus		1 926 947	969 2 050	5 330 741	1 200 741			1 296 801	1 144 847	1 209 896
Motor Vehicle Allowance		4 709	6 421	3 320	7 162			7 728	7 862	8 310
Cellphone Allowance		864	342	685	1 773			1 899	1 912	2 021
Housing Allowances Other benefits and allowances		12 386	1 263	11 601	27 851			36 686	29 829	31 549
Payments in lieu of leave		12 300	1 203	11 001	27 031			30 000	27027	1
Long service awards										
Post-retirement benefit obligations Sub Total - Other Municipal Staff		58 246	73 124	78 514	105 327	(5 954)	41 747	112 792	112 223	118 619
% increase	4	30 240	25.5%	7.4%	34.2%	(105.7%)	(801.2%)	170.2%	(0.5%)	5.79
Total Parent Municipality		71 237	87 094	93 412	122 245	(5 954)	41 747	130 209	130 119	137 556
% increase Board Members of Entities	4		22.3%	7.3%	30.9%	(104.9%)	(801.2%)	211.9%	(0.1%)	5.79
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities % increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities TOTAL SALARY, ALLOWANCES & BENEFITS	\vdash	71 237	87 094	93 412	122 245	(5 954)	41 747	130 209	130 119	137 556
% increase	4		22.3%	7.3%	30.9%	(104.9%)	(801.2%)	211.9%	(0.1%)	5.7%
TOTAL MANAGERS AND STAFF	5	58 246	73 124	78 514	105 327	(5 954)	41 747	112 792	112 223	118 619

Eastern Cape: Port St Johns(EC154) - Table SA22 Summary	Councillor	and Staff Benefit	s for 4th Quarter	ended 30 June 20	115					
Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	С	urrent year 2014/	15	2015/16 Mediu	ım Term Revenue Framework	& Expenditure
		Audited	Audited	Audited	0	Adjusted	Full Year	Budget Year	Budget Year	Budget Year
R thousands		Outcome	Outcome	Outcome	Original Budget	Budget	Forecast	2015/16	2016/17	2017/18
Committees (Delitical Office Bosses at the Other)	1	Α	В	С	D	Е	F	G	Н	1
Councillors (Political Office Bearers plus Other) Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances Other benefits and allowances										
Sub Total - Councillors										
% increase	4									
Senior Managers of the Municipality	2									
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality										
% increase	4									1
Other Municipal Staff										
Basic Salaries and Wages										
Pension and UIF Contributions Medical Aid Contributions										1
Medical Aid Contributions Overtime										1
Performance Bonus										
Motor Vehicle Allowance										1
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff										
% increase	4									
Total Parent Municipality										
% increase	4									
Board Members of Entities Regio Solories and Wester										
Basic Salaries and Wages Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities % increase										
% increase Senior Managers of Entities	4									
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance Cellphone Allowance								ĺ		
Housing Allowances								ĺ		
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations					<u> </u>					
Sub Total - Senior Managers of Entities % increase	4									
% increase Other Staff of Entities	4									
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										1
Overtime										
Performance Bonus										
Motor Vehicle Allowance Cellphone Allowance										
Housing Allowances								ĺ		
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations					<u> </u>					
Sub Total - Other Staff of Entities % increase	4									
Total Municipal Entities	+									
TOTAL SALARY, ALLOWANCES & BENEFITS										
% increase	4									
TOTAL MANAGERS AND STAFF	5					_				

Eastern Cape: Nyandeni(EC155) - Table SA22 Summary Counc	illor and	Staff Benefits for	4th Quarter ender	d 30 June 2015						
Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	C	urrent year 2014/1	5	2015/16 Mediu	m Term Revenue Framework	& Expenditure
R thousands		Audited	Audited	Audited	Original Budget	Adjusted	Full Year	Budget Year	Budget Year	Budget Year
	1	Outcome A	Outcome B	Outcome C	D D	Budget E	Forecast F	2015/16 G	2016/17 H	2017/18
Councillors (Political Office Bearers plus Other)	'	A	ь	C	D	E	r	G	п	'
Basic Salaries and Wages		12 333	15 062	15 983	16 838	16 838	16 838	16 831	17 841	18 911
Pension and UIF Contributions					173	173	173	173	183	194
Medical Aid Contributions										
Motor Vehicle Allowance Cellphone Allowance										
Housing Allowances										
Other benefits and allowances					457	457	457	453	481	509
Sub Total - Councillors		12 333	15 062	15 983	17 468	17 468	17 468	17 457	18 505	19 615
% increase	4		22.1%	6.1%	9.3%			(0.1%)	6.0%	6.09
Senior Managers of the Municipality Basic Salaries and Wages	2	2 400	2 271	2 720	15.157	15 15/	15.15/	10.407	10 (22	20.770
Pension and UIF Contributions		3 490 345	3 371 539	3 729 775	15 156 38	15 156 38	15 156 38	18 486 1 953	19 623 2 073	20 770 2 195
Medical Aid Contributions		351	007	770		50	00	651	691	732
Overtime										
Performance Bonus					1 515	1 515	1 515	1 438	1 526	1 615
Motor Vehicle Allowance		1 110	1 326	1 488						
Cellphone Allowance Housing Allowances		176						100	164	17/
Other benefits and allowances					399	399	399	155 485	164 515	174 545
Payments in lieu of leave					377	377	377	403	313	545
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		5 472	5 236	5 991	17 109	17 109	17 109	23 168	24 592	26 031
% increase	4		(4.3%)	14.4%	185.6%			35.4%	6.2%	5.89
Other Municipal Staff Basic Salaries and Wages		35 330	33 307	44 877	36 239	36 239	36 239	48 614	51 604	54 623
Pension and UIF Contributions		9 513	2 837	44 877	7 362	7 362	7 362	48 614 8 892	9 439	9 991
Medical Aid Contributions		, 5.5	6 900	7 864	5 742	5 742	5 742	12 330	13 088	13 854
Overtime		2 843	3 401	4 804	53	53	53	50	53	56
Performance Bonus					4 333	4 333	4 333	4 051	4 300	4 552
Motor Vehicle Allowance		3 653	4 563	4 484	2 286	2 286	2 286	3 068	3 256	3 447
Cellphone Allowance Housing Allowances		1 684	2 207	3 116	2 407	2 407	2 407	2 949	3 130	3 313
Other benefits and allowances		2 163	1 395	2 613	3 753	3 753	3 753	3 568	3 787	4 009
Payments in lieu of leave		2 100	167	1 251	0.700	0.700	0.700	5 000	0.707	1007
Long service awards			545	529	350	350	350	328	348	369
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		55 187	55 323	73 537	62 526	62 526	62 526	83 849	89 006	94 213
% increase Total Parent Municipality	4	72 993	0.2% 75 621	32.9% 95 512	(15.0%) 97 102	97 102	97 102	34.1% 124 474	6.1% 132 104	5.9% 139 859
% increase	4	12 443	3.6%	26.3%	1.7%	97 102	97 102	28.2%	6.1%	5.9%
Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Board Fees Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Board Members of Entities										
% increase	4									
Sentor Managers of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Celiphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities Basic Salaries and Wages										
Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances										
Payments in lieu of leave Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase Total Municipal Entities	4									
TOTAL SALARY, ALLOWANCES & BENEFITS		72 993	75 621	95 512	97 102	97 102	97 102	124 474	132 104	139 859
% increase	4		3.6%	26.3%	1.7%			28.2%	6.1%	5.9%
TOTAL MANAGERS AND STAFF	5	60 659	60 559	79 529	79 634	79 634	79 634	107 017	113 598	120 244

Eastern Cape: Mhlontlo(EC156) - Table SA22 Summary Council	or and	Stall Benefits for 4	4tii Quartei enueu	30 June 2015	ı — —					
Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	С	Surrent year 2014/1	15	2015/16 Mediu	m Term Revenue Framework	& Expenditure
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
	1	A	B	C	D	E	F	G G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages Pension and UIF Contributions		8 080	9 589	8 693 16	17 430 139	10 928 60		14 682	15 387	16 294
Medical Aid Contributions		58	69	89	107	74				
Motor Vehicle Allowance				2 983	4 414	172		3 670	3 847	4 074
Cellphone Allowance		555	659	1 082		1 300		1 181	1 237	1 310
Housing Allowances Other benefits and allowances		2 527	2 999	55		706				
Sub Total - Councillors		11 220	13 316	12 918	21 982	13 240		19 533	20 471	21 678
% increase	4		18.7%	(3.0%)	70.2%	(39.8%)	(100.0%)		4.8%	5.99
Senior Managers of the Municipality Basic Salaries and Wages	2	3 131	2 778		5 059	5 598		3 889	4 118	4 349
Pension and UIF Contributions		3 131	2770		299	3 370		49	52	55
Medical Aid Contributions		560	482		543					
Overtime										
Performance Bonus Motor Vehicle Allowance		708	556		624			1 507	1 596	1 685
Cellphone Allowance					79					
Housing Allowances		161	107		25			773	819	865
Other benefits and allowances Payments in lieu of leave		119	94		72					
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 678	4 018		6 701	5 598		6 218	6 585	6 953
% increase <u>Other Municipal Staff</u>	4		(14.1%)	(100.0%)		(16.5%)	(100.0%)		5.9%	5.69
Basic Salaries and Wages		18 869	24 249	32 541	38 327	34 535		39 155	41 000	43 428
Pension and UIF Contributions		2 691	4 140	4 721	6 086	5 311		7 000	7 338	7 770
Medical Aid Contributions		2 338	2 784	4 211	8 803	4 428		8 988	9 424	9 979
Overtime Performance Bonus		820	1 544	2 063		2 276 2 562				
Motor Vehicle Allowance		2 557	5 118	5 274	4 807	6 168		6 535	6 833	7 241
Cellphone Allowance				680	588	662		869	911	965
Housing Allowances		1 334	1 736	2 103	2 248 4 820	2 218		2 328 5 197	2 433	2 579
Other benefits and allowances Payments in lieu of leave		3 308 5	6 875 423	4 653 1 692	4 820	1 311		3 710	5 431 3 888	5 751 4 117
Long service awards		17	420	224						
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff % increase	4	31 939	47 289 48.1%	58 162 23.0%	65 678 12.9%	59 471 (9.5%)	(100.0%)	73 782	77 257 4.7%	81 829 5.99
Total Parent Municipality	7	47 836	64 623	71 080	94 361	78 309	(100.070)	99 533	104 313	110 461
% increase	4		35.1%	10.0%	32.8%	(17.0%)	(100.0%)		4.8%	5.9%
Board Members of Entities										
Basic Salaries and Wages Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase Senior Managers of Entities	4									
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities % increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions Medical Aid Contributions										
Medical Aid Contributions Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		47 836	64 623	71 080	94 361	78 309	/ac==::	99 533	104 313	110 461
% increase TOTAL MANAGERS AND STAFF	4 5	36 616	35.1% 51 307	10.0% 58 162	32.8% 72 379	(17.0%) 65 069	(100.0%)	79 999	4.8% 83 842	5.9% 88 782
	ت	50 010	51 307	50 102	,2 317	33 007		.,,,,,	55 07Z	30 102

Marchan Marc	Eastern Cape: King Sabata Dalindyebo(EC157) - Table SA22 Su	ımmary	Councillor and Sta	aff Benefits for 4th	n Quarter ended 3	0 June 2015			·		
Marchan Marc	Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	C	urrent year 2014/	15	2015/16 Mediu		& Expenditure
Company Comp	R thousands					Original Budget					Budget Year
Description of the company Description of		1									
Normal and Companies	Councillors (Political Office Bearers plus Other)	ľ	^	5	Ü	, ,					
March and Combination					13 279	15 515	15 515	15 515	16 198	17 129	18 080
Marchane Alexans											
Company Assertion Company Assertion Company Assertion Company Assertion Assertion Company Assertion As					4 187	4 588	4 588	4 588	4 790	5 065	5 346
Section Concession	Cellphone Allowance				1 585	1 073	1 073	1 073	1 120	1 185	1 250
Marched Conclusion	_										175
Second 1			17 700	17 521	10.052						245
Excision and Transition		4	17 707				21 330	21 330			5.69
Processor Complete Complete	Senior Managers of the Municipality	2									
Marcial Accommission	9		4 781	4 367	16 092	9 933	9 933	9 933	10 370	10 971	11 586
Continue											
March Aller Aller											
Composition											
Month Symbols Management											
Control and Selections Company Control and Selection Control and Selec											
Pageonth Found From Pageonth Found From Pageonth Found State											
Secretary and displaces											
Sample S	Long service awards										
Monomation 4 Both 37 32 50 50 50 50 50 50 50 5	_										
Decomposition Part			4 781				9 933	9 933			11 586
Book Submission of Williams		4		(8.7%)	∠68.5%	(38.3%)			4.4%	5.8%	5.6%
Peedle and If Combibble	<u> </u>		123 803	136 981	158 245	196 954	191 666	191 666	195 755	206 949	218 429
11-00 1866 6996 9-52 71-76				19 626			27 808		29 719		33 172
Part											23 732
1500 1500			11 280								13 745 194
41 967 334 709 719 720 730 385 730			5 582								10 287
18 784 11 774 11 775 11 771 1											837
Symmeth and of these	_										19 555
1											30 273
Pace											
Similar Parent Managery 1	I = -								3 302	3071	0 007
Total Priesr Manically	Sub Total - Other Municipal Staff		222 076	244 016	259 652	305 545	317 081	317 081	331 540	350 541	369 991
Six Posteries 4		4									5.59
Sear Subtries and Wileys		4	244 646					348 550			
Basic Salaries and Wages Persists and JUP Contributions Medical AIX Contribution	Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Board Fees Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Board Members of Entities % increase	4									
Differ Staff of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Medical Aid Contributions Medical Aid Contributions Motor Vehicle Allowance Pensionae Bonus Motor Vehicle Allowance Celiphone Allowance Housing Allowance Housing Allowances Payments in lieu of leave Long service awards Post-relitrement benefit obligations Sub Total - Other Staff of Entities % increase 4 Total Municipal Entities Total Municipal Entities Total Municipal Entities 4 4 Total Municipal Entities Total Municipal Entitie	Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Celiphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Senior Managers of Entitles										
Basic Salaries and Wages Penson and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Celiphone Allowance Other benefits and allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Staff of Entities % increase Total Municipal Entities Total Municipal Entities \$ 244 646		4									
Medical Aid Contributions Overlime Performance Bonus Motor Vehicle Allowance Motor Vehicle Allowance Celiphone Allowance Housing Allowances Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Other Staff of Entities 4 % increase 4 Total Municipal Entities 244 646 4 245 904 5 65 904 10 997 10 24 32 ARY, ALLOWANCES & BENEFITS 4 24 646 265 904 294 796 337 014 348 50 348 50 364 393 385 289 4 66 67	Basic Salaries and Wages										
Payments in lieu of leave Long service awards Post-retirement benefit folligations Sub Total - Other Staff of Entities 4	Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Celiphone Allowance Housing Allowances										
Post-retirement benefit obligations	Payments in lieu of leave										
Sub Total - Other Staff of Entities 4 4 Sub Total - Other Staff of Entities 4 5 5 6 7 6 6 6 6 7 8 7 8 6 6 6 7 8 6 6 6 6 6 6 6 6 6 6 6 7 8 6 6 6 6 6 6 6 6 7 8 6 6 6 6 7 8 6 6 6 7 8 6 6 6 7 8 6 6 7 8 6 6 7 8 6 6 7 8 6 6 7 <t< td=""><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></t<>											
TOTAL SALARY, ALLOWANCES & BENEFITS 244 646 265 904 294 796 337 014 348 550 348 550 364 393 385 289 406 67 % increase 4 8.7% 10.9% 14.3% 3.4% 4.5% 5.7% 5.6	Sub Total - Other Staff of Entities	4									
% increase 4 8.7% 10.9% 14.3% 3.4% 4.5% 5.7% 5.6			24	0/	20:	95	0/	84	841	05	
		4	244 646					348 550			406 673 5.69
,			226 857					327 014			381 577

Eastern Cape: O .R. Tambo(DC15) - Table SA22 Summary Coun	cillor ar	nd Staff Benefits f	or 4th Quarter end	led 30 June 2015	ı			2015/1/ 14-40-	T D	0 F
Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	C	Current year 2014/	15	2015/16 Medit	ım Term Revenue Framework	& Experiulture
R thousands		Audited	Audited	Audited	Original Budget	Adjusted	Full Year	Budget Year	Budget Year	Budget Year
	1	Outcome A	Outcome B	Outcome C	D	Budget E	Forecast	2015/16 G	2016/17 H	2017/18 I
Councillors (Political Office Bearers plus Other)	ļ '	^	ь	C		_		9	"	'
Basic Salaries and Wages		9 375	13 906	8 953	11 968	11 746	11 746	12 685	13 700	14 796
Pension and UIF Contributions										
Medical Aid Contributions Motor Vehicle Allowance				2 350	3 975	2 727	3 737	4 036	4 359	4 708
Cellphone Allowance				2 350 527	2 330	3 737 924	924	998	1 078	1 164
Housing Allowances				027	2 000	721	721	,,,	1070	1101
Other benefits and allowances										
Sub Total - Councillors		9 375	13 906	11 829	18 272	16 407	16 407	17 720	19 137	20 668
% increase	4		48.3%	(14.9%)	54.5%	(10.2%)		8.0%	8.0%	8.0%
Senior Managers of the Municipality Basic Salaries and Wages	2	16 106	16 178	9 137	15 386	12 176	12 176	16 774	18 032	19 384
Pension and UIF Contributions		10 100	10 170	, 101	10 000	12 170	12 170	10771	10 002	17001
Medical Aid Contributions										
Overtime										
Performance Bonus		2.550	F 700	1 220	200	1.00/	1.00/	1.042	1 101	1 205
Motor Vehicle Allowance Cellphone Allowance		2 559	5 780	1 329 318	208 361	1 086 296	1 086 296	1 043 395	1 121 425	1 205 457
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations Sub Total - Senior Managers of Municipality		18 666	21 958	10 783	15 955	13 557	13 557	18 212	19 578	21 046
% increase	4	.0 000	17.6%	(50.9%)	48.0%			34.3%		7.5%
Other Municipal Staff										
Basic Salaries and Wages		113 984	128 533	210 366	208 297	226 269	226 269	247 180	265 508	285 226
Pension and UIF Contributions Medical Aid Contributions		23 839	27 225	33 138 7 475	19 976 8 810	24 267 10 777	24 267 10 777	26 611 11 689	28 475 12 525	30 589 13 450
Medical Aid Contributions Overtime		4 287	8 173	11 089	1 710	7 710	7 710	7 710	8 281	13 450 8 894
Performance Bonus		. 207	55				, , , , ,		0.231	0074
Motor Vehicle Allowance		24 432	30 597	10 778	9 815	10 127	10 127	11 136	11 590	12 435
Cellphone Allowance				645	389	468	468	482	426	451
Housing Allowances		7 049	7 975	9 111 5 204	10 050 1 975	9 741	9 741 2 849	10 568	11 337 3 486	12 178
Other benefits and allowances Payments in lieu of leave		3 457	7 135	5 204 4 288	19/5	2 849	2 849	3 303	3 480	3 746
Long service awards					349	349	349	349	375	404
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		177 048	209 637	292 094	261 371	292 557	292 557	319 028	342 003	367 372
% increase	4	205 088	18.4% 245 501	39.3% 314 706	(10.5%) 295 598	11.9% 322 521	322 521	9.0% 354 959	7.2% 380 718	7.4% 409 086
Total Parent Municipality % increase	4	205 088	19.7%	28.2%	(6.1%)		322 521	354 959 10.1%		7.5%
Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances										
Other benefits and allowances Board Fees Payments in lieu of leave Long service awards		242	361	330	550	650	650	500	550	800
Post-retirement benefit obligations										
Sub Total - Board Members of Entities		242	361	330	550	650	650	500	550	800
% increase	4		49.5%	(8.6%)	66.6%	18.2%		(23.1%)	10.0%	45.5%
Senior Managers of Entities Basic Salaries and Wages Pension and UIF Contributions Medical I/d Contributions Overtime		4 547 472	4 391 485	4 715 501	5 045 536	5 045 536	5 045 536	5 373 571	5 749 611	6 152 654
Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances		605	648	633	677	677	677	721	772	826
Payments in lieu of leave Long service awards Post-retirement benefit obligations				565	605	605	605	644	689	738
Sub Total - Senior Managers of Entities		5 625	5 524	6 415	6 864	6 864	6 864	7 310	7 822	8 369
% increase	4		(1.8%)	16.1%	7.0%	1		6.5%	7.0%	7.0%
Other Staff of Entities Basic Salaries and Wages		11 930	10 431	9 587	9 870	9 759	9 759	9 887	10 580	11 320
Pension and UIF Contributions Medical Aid Contributions Overtime		683	1 524	1 923	2 048	2 048	2 048	2 191	2 344	2 508
Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances		2 717	3 169	2 558	4 046	4 234	4 234	200 3 817	198 4 084	194 4 370
Other benefits and allowances Payments in lieu of leave Long service awards		608 168	1 228 9	258 246	481	1 086	1 086	586	627	671
Post-retirement benefit obligations Sub Total - Other Staff of Entities		16 106	16 362	14 571	16 445	17 127	17 127	16 681	17 833	19 064
Sub Total - Other Staff of Entities % increase	4	10 106	16 362	(10.9%)	16 445		1/ 12/	(2.6%)	6.9%	19 064
Total Municipal Entities	L	21 972	22 248	21 316	23 859	24 640	24 640	24 491	26 204	28 233
TOTAL SALARY, ALLOWANCES & BENEFITS		227 060	267 749	336 022	319 457	347 162	347 162	379 450	406 923	437 319
% increase	4	247.44	17.9%	25.5%	(4.9%)		220 44-	9.3%	7.2%	7.5%
TOTAL MANAGERS AND STAFF	5	217 444	253 482	323 863	300 634	330 105	330 105	361 231	387 235	415 851

Eastern Cape: Matatiele(EC441) - Table SA22 Summary Counci	llor and	Staff Benefits for	4th Quarter ended	I 30 June 2015						
Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	С	urrent year 2014/1	15	2015/16 Mediu	m Term Revenue Framework	& Expenditure
R thousands		Audited	Audited	Audited	Original Budget	Adjusted	Full Year	Budget Year	Budget Year	Budget Year
	1	Outcome A	Outcome B	Outcome C	D	Budget E	Forecast F	2015/16 G	2016/17 H	2017/18
Councillors (Political Office Bearers plus Other)		^	5	Ü	, ,	-		Ü		
Basic Salaries and Wages		8 282	9 095	9 743	9 900	9 900	9 900	10 464	10 988	11 537
Pension and UIF Contributions Medical Aid Contributions		422 297	344 329	319 301	527 462	527 462	527 462	337 122	354 128	372 135
Motor Vehicle Allowance		1 074	901	800	2 224	2 224	2 224	876	920	966
Cellphone Allowance		659	689	1 069	1 139	1 139	1 139	1 149	1 207	1 267
Housing Allowances		2 542	2 541	2 574	2 925	2 925	2 925	2 942	3 089	3 243
Other benefits and allowances Sub Total - Councillors		13 276	13 900	14 807	17 177	17 177	17 177	15 891	16 685	17 520
% increase	4	13 270	4.7%	6.5%	16.0%	17 177	17 177	(7.5%)	5.0%	5.09
Senior Managers of the Municipality	2									
Basic Salaries and Wages		3 153	2 708	4 826	5 308	5 308	5 308	5 513	5 788	6 078
Pension and UIF Contributions Medical Aid Contributions		88 98	8 96	35	38	38	38	42	62	93
Overtime		,,,	70							
Performance Bonus										
Motor Vehicle Allowance		887	634	1 263	1 390	1 390	1 390	1 500	1 575	1 654
Cellphone Allowance Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality % increase	4	4 226	3 445 (18.5%)	6 124 77.8%	6 737 10.0%	6 737	6 737	7 054 4.7%	7 426 5.3%	7 825 5.49
% increase Other Municipal Staff	4		(18.5%)	11.8%	10.0%			4.1%	5.3%	5.47
Basic Salaries and Wages		30 128	39 648	46 437	61 804	57 415	57 415	65 780	71 392	76 416
Pension and UIF Contributions		3 555	4 338	5 296	7 310	7 327	7 327	8 107	8 735	9 404
Medical Aid Contributions		3 137	1 803	1 504	5 825	5 825	5 825	4 533	4 892	5 280
Overtime Performance Ropus		1 163	1 478	2 054	1 040	1 209	1 209	935	1 009	1 090
Performance Bonus Motor Vehicle Allowance		813	1 409	1 463	(10)	(10)	(10)	1 423	1 575	1 740
Cellphone Allowance			= 1	20	(.0)	()	(.5)	0		
Housing Allowances		438	803	1 015	73	73	73	2 657	2 869	3 099
Other benefits and allowances		1 845	3 161	2 554	5 921	5 201	5 201	6 221	6 701	7 224
Payments in lieu of leave Long service awards		636	1 145	2 152				1 200	1 862	1 964
Post-retirement benefit obligations		488	164	516	729	729	729	6 410	2 788	2 987
Sub Total - Other Municipal Staff		42 202	53 950	62 990	82 692	77 770	77 770	97 266	101 824	109 204
% increase	4		27.8%	16.8%	31.3%	(6.0%)		25.1%	4.7%	7.29
Total Parent Municipality % increase	4	59 704	71 295 19.4%	83 921 17.7%	106 606 27.0%	101 684 (4.6%)	101 684	120 212 18.2%	125 935 4.8%	134 549
Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Board Fees Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Board Members of Entitles % increase	4									
Senior Managers of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities	,									
% increase Other Staff of Entities	4									
Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase Total Municipal Entities	4									
TOTAL SALARY, ALLOWANCES & BENEFITS		59 704	71 295	83 921	106 606	101 684	101 684	120 212	125 935	134 549
% increase	4		19.4%	17.7%	27.0%	(4.6%)	0:	18.2%	4.8%	6.89
TOTAL MANAGERS AND STAFF	5	46 429	57 395	69 115	89 429	84 507	84 507	104 321	109 249	117 029

Eastern Cape: Umzimvubu(EC442) - Table SA22 Summary Cou	ncillor a	nd Staff Benefits f	for 4th Quarter en	ded 30 June 2015				0045/4/14 11		A.F. III
Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	C	urrent year 2014/	15	2015/16 Mediu	m Term Revenue Framework	& Expenditure
R thousands		Audited	Audited	Audited	Original Budget	Adjusted	Full Year	Budget Year	Budget Year	Budget Year
	1	Outcome A	Outcome B	Outcome C	D	Budget E	Forecast F	2015/16 G	2016/17 H	2017/18
Councillors (Political Office Bearers plus Other)			-	-	_	_	•	_		
Basic Salaries and Wages		12 103	13 220	7 121	7 292	7 292	7 292	7 492	7 904	8 339
Pension and UIF Contributions Medical Aid Contributions				980 343	1 087 394	1 087 394	1 087 394	1 155 419	1 219 442	1 286 466
Motor Vehicle Allowance				3 192	3 375	3 375	3 375	3 588	3 785	3 993
Cellphone Allowance				105						
Housing Allowances				2 022	2 437	2 437	2 437	2 591	2 733	2 883
Other benefits and allowances Sub Total - Councillors		121 12 224	13 220	86 13 848	73 14 658	2 038 16 623	2 038 16 623	2 166 17 411	2 286 18 368	2 411 19 379
% increase	4	12.2.1	8.1%	4.7%	5.8%	13.4%	10 020	4.7%	5.5%	5.59
Senior Managers of the Municipality	2									
Basic Salaries and Wages		2 990	2 760	3 896	4 230	4 230	4 230	3 496	3 688	3 891
Pension and UIF Contributions Medical Aid Contributions		178 57	188 48	306 47	491 121	491 121	491 121	522 129	551 136	581 143
Overtime		0,	10	.,	121	121	121	127	100	110
Performance Bonus		153	271	367		671	671	714	753	794
Motor Vehicle Allowance		992	773	980	999	999	999	1 062	1 120	1 182
Cellphone Allowance Housing Allowances		427	537	837	691	691	691	735	775	818
Other benefits and allowances		291	292	264	348	348	348	370	390	412
Payments in lieu of leave					299	299	299	318	335	354
Long service awards										
Post-retirement benefit obligations		F 007	400	/ /0/	7 170	7.050	7.050	7.244	7.740	0.170
Sub Total - Senior Managers of Municipality % increase	4	5 087	4 869 (4.3%)	6 696 37.5%	7 179 7.2%	7 850 9.4%	7 850	7 344 (6.4%)	7 748 5.5%	8 175 5.59
Other Municipal Staff			(1.570)	07.070	7.270	2.770		(0.170)	0.070	5.57
Basic Salaries and Wages		18 951	21 428	24 037	26 453	39 330	39 330	28 120	29 666	31 298
Pension and UIF Contributions		2 193	2 466	3 011	3 428	3 428	3 428	3 644	3 844	4 056
Medical Aid Contributions Overtime		1 523	2 428	2 061	6 953	6 953	6 953	6 391	6 743	7 113
Performance Bonus		165	457	478		1 297	1 297			
Motor Vehicle Allowance		2 676	2 870	2 805	2 617	2 617	2 617	2 782	2 935	3 096
Cellphone Allowance				269						
Housing Allowances		1 040	1 149	1 241	2 160	2 160	2 160	2 296	2 422	2 556
Other benefits and allowances Payments in lieu of leave		2 336 827	2 789 1 159	3 057 933	3 213 370	3 213 370	3 213 370	2 415 393	2 548 415	2 688 438
Long service awards		30	231	55	185	185	185	159	167	177
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		29 742	34 976	37 948	45 379	59 553	59 553	46 199	48 740	51 421
% increase Total Parent Municipality	4	47 053	17.6% 53 065	8.5% 58 492	19.6% 67 216	31.2% 84 026	84 026	(22.4%) 70 955	5.5% 74 857	5.59 78 974
% increase	4	47 033	12.8%	10.2%	14.9%	25.0%	04 020	(15.6%)	5.5%	5.59
Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Board Fees Payments in lieu of leave Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities % increase	4									
Senior Managers of Entitles Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance										
Housing Allowances Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations										
Sub Total - Other Staff of Entities % increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS % increase	4	47 053	53 065 12.8%	58 492 10.2%	67 216 14.9%	84 026 25.0%	84 026	70 955 (15.6%)	74 857 5.5%	78 974 5.59
% increase TOTAL MANAGERS AND STAFF	5	34 829	39 845	44 644	52 558	67 403	67 403	53 544	56 489	59 596
	1	027	0.0		000		100		07	

Eastern Cape: Mbizana(EC443) - Table SA22 Summary Counc	cillor and	Staff Benefits for	4th Quarter ended	30 June 2015	I			2015/1/ 14-40-	T D	0 F dit
Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	C	Surrent year 2014/1	15	2015/16 Mediu	m Term Revenue Framework	& Expenditure
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
	1	A	В	C	D	E	F	G G	Н	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages Pension and UIF Contributions			10 244	11 157	12 463	12 463	12 463	13 186	13 911	14 648
Medical Aid Contributions										
Motor Vehicle Allowance			2 977	3 448	3 870	3 870	3 870	4 095	4 320	4 549
Cellphone Allowance			757	899	1 360	1 360	1 360	1 438	1 517	1 598
Housing Allowances Other benefits and allowances			1 059	834	774	774	774	818	863	909
Sub Total - Councillors			15 037	16 338	18 466	18 466	18 466	19 537	20 612	21 704
% increase	4			8.7%	13.0%			5.8%	5.5%	5.39
Senior Managers of the Municipality	2		7.040	0.000		0.7/5	0.745	2.000		
Basic Salaries and Wages Pension and UIF Contributions			7 813	3 392	6 031	3 765	3 765	3 983	4 194	4 416
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance			762	528	58	168	168	177	187	197
Cellphone Allowance Housing Allowances					38	108	108	1//	187	19
Other benefits and allowances					5 496	1 929	1 929	2 041	2 149	2 263
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations			0.535	0.00	** ***	F 04 -	50/-			
Sub Total - Senior Managers of Municipality % increase	4		8 575	3 921 (54.3%)	11 585 195.5%	5 861 (49.4%)	5 861	6 201 5.8%	6 530 5.3%	6 876 5.39
Other Municipal Staff	-			(37.370)	173.376	(17.770)		3.076	3.370	
Basic Salaries and Wages			26 802	34 452	44 881	40 497	40 497	51 268	52 861	55 663
Pension and UIF Contributions			1 959	2 712	4 398	4 041	4 041	4 653	4 909	5 170
Medical Aid Contributions Overtime			1 238 276	1 366 455	2 663 810	2 970 786	2 970 786	2 817 518	2 972 547	3 130
Overtime Performance Bonus			2/6	455	810	/86	/86	518	547	576
Motor Vehicle Allowance			640	2 208	5 043	5 537	5 537	5 336	5 629	5 927
Cellphone Allowance			256	410	691	518	518	615	649	684
Housing Allowances			791	1 564	2 961	2 495	2 495	3 150	3 323	3 499
Other benefits and allowances			3 837	4 203	10	3 572	3 572	5 209	5 500	5 791
Payments in lieu of leave Long service awards			206							
Post-retirement benefit obligations			200							
Sub Total - Other Municipal Staff			36 004	47 369	61 458	60 416	60 416	73 567	76 392	80 440
% increase	4			31.6%	29.7%	(1.7%)		21.8%	3.8%	5.3%
Total Parent Municipality % increase	4		59 615	67 628 13.4%	91 509 35.3%	84 744 (7.4%)	84 744	99 306 17.2%	103 533	109 021 5.39
Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowances Other benefits and allowances Other benefits and allowances Board Fees Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Board Members of Entitles Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Medical Aid Contributions Motor Vehicle Allowance Cellphone Allowance Cellphone Allowance Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Senior Managers of Entitles Basic Salaries and Wages Pension and UIF Contributions Overtime Performance Bonus Motor Vehicle Allowance Cellphone Allowance Other benefits and allowances Payments in lieu of leave Long service awards Post-retirement benefit obligations Sub Total - Senior Managers of Entitles	4									
% increase Other Staff of Entities Basic Salaries and Wages Pension and UIF Contributions Medical Aid Contributions Overtime Performance Bonus Motor Vehicle Allowance Celiphone Allowance Housing Allowances Other benefits and allowances Other benefits and allowances Long service awards Post-retirement benefit obligations Sub Total - Other Staff of Entities % increase Total Municipal Entities	4									
TOTAL SALARY, ALLOWANCES & BENEFITS			59 615	67 628	91 509	84 744	84 744	99 306	103 533	109 02
% increase	4			13.4%	35.3%	(7.4%)		17.2%	4.3%	5.39

Eastern Cape: Ntabankulu(EC444) - Table SA22 Summary Cou	ıncillor aı							2015/16 Medium Term Revenue & Expenditure			
Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	С	urrent year 2014/	15	2015/16 Mediu	m Term Revenue Framework	& Expenditure	
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18	
	1	A	B	C	D	E	Forecast	G G	2010/17 H	2017/16 I	
Councillors (Political Office Bearers plus Other)											
Basic Salaries and Wages		6 995	7 402	5 897	5 897	5 897	5 897	5 739	6 055	6 376	
Pension and UIF Contributions Medical Aid Contributions				704 270	704 270	704 270	704 270	881 347	929 366	979 386	
Motor Vehicle Allowance				2 141	2 141	2 141	2 141	2 138	2 256	2 375	
Cellphone Allowance				489	489	489	489	480	506	533	
Housing Allowances								150			
Other benefits and allowances		744	712	47	247	247	247	1 557	1 643	1 730	
Sub Total - Councillors % increase	4	7 739	8 114 4.8%	9 548 17.7%	9 748 2.1%	9 748	9 748	11 292 15.8%	11 755 4.1%	12 378 5.3%	
% increase Senior Managers of the Municipality	2		4.8%	17.7%	2.1%			15.8%	4.1%	5.3%	
Basic Salaries and Wages											
Pension and UIF Contributions											
Medical Aid Contributions											
Overtime											
Performance Bonus											
Motor Vehicle Allowance Cellphone Allowance											
Housing Allowances											
Other benefits and allowances											
Payments in lieu of leave											
Long service awards											
Post-retirement benefit obligations											
Sub Total - Senior Managers of Municipality				·							
% increase	4										
Other Municipal Staff Basic Salaries and Wages											
Basic Salaries and Wages Pension and UIF Contributions											
Medical Aid Contributions Medical Aid Contributions											
Overtime											
Performance Bonus											
Motor Vehicle Allowance											
Cellphone Allowance											
Housing Allowances											
Other benefits and allowances Payments in lieu of leave											
Long service awards											
Post-retirement benefit obligations											
Sub Total - Other Municipal Staff											
% increase	4										
Total Parent Municipality		7 739	8 114	9 548	9 748	9 748	9 748	11 292	11 755	12 378	
% increase	4		4.8%	17.7%	2.1%			15.8%	4.1%	5.3%	
Board Members of Entities											
Basic Salaries and Wages											
Pension and UIF Contributions Medical Aid Contributions											
Overtime											
Performance Bonus											
Motor Vehicle Allowance											
Cellphone Allowance											
Housing Allowances											
Other benefits and allowances											
Board Fees Payments in lieu of leave											
Long service awards											
Post-retirement benefit obligations											
Sub Total - Board Members of Entities											
% increase	4										
Senior Managers of Entities											
Basic Salaries and Wages											
Pension and UIF Contributions											
Medical Aid Contributions Overtime											
Performance Bonus											
Motor Vehicle Allowance											
Cellphone Allowance											
Housing Allowances											
Other benefits and allowances											
Payments in lieu of leave											
Long service awards											
Post-retirement benefit obligations Sub Total - Senior Managers of Entities											
% increase	4										
Other Staff of Entities	'										
Basic Salaries and Wages		15 535	19 064	19 064	25 684	25 684	25 684	29 965	31 943	33 586	
Pension and UIF Contributions		2 937	2 649	2 649	3 128	3 128	3 128	3 802	4 011	4 227	
Medical Aid Contributions		1 065	1 262	1 262	2 883	2 883	2 883	2 110	2 226	2 347	
Overtime											
Performance Bonus Motor Vehicle Allowance		1 271 1 776	1 828	1 828	2 158	2 158	2 158	3 325	3 498	3 679	
Motor Venicie Allowance Cellphone Allowance		56	1 828	1 828	2 158 176	2 158	2 158	3 325 466	3 498 491	3 6 / 9 516	
Housing Allowances		1 459	1 644	1 644	1 860	1 860	1 860	2 492	2 616	2 745	
Other benefits and allowances		/	1 928	1 928	3 262	3 262	3 262	3 728	3 926	4 130	
Payments in lieu of leave		1 146		500							
Long service awards											
Post-retirement benefit obligations											
Sub Total - Other Staff of Entities		25 246	28 431	28 931	39 151	39 151	39 151	45 888	48 711	51 230	
% increase	4	25.04	12.6%	1.8%	35.3%	20.45	20.45	17.2%	6.2%	5.2%	
Total Municipal Entities TOTAL SALARY, ALLOWANCES & BENEFITS	+-	25 246 32 985	28 431 36 545	28 931 38 479	39 151 48 899	39 151 48 899	39 151 48 899	45 888 57 180	48 711 60 466	51 230 63 608	
% increase	4	32 703	10.8%	5.3%	48 899 27.1%	40 079	40 079	16.9%	5.7%	5.2%	
TOTAL MANAGERS AND STAFF	5	25 246	28 431	28 931	39 151	39 151	39 151	45 888	48 711	51 230	

Eastern Cape: Alfred Nzo(DC44) - Table SA22 Summary Counci	llor and	Staff Benefits for	4th Quarter ender	d 30 June 2015						
Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	С	urrent year 2014/1	15	2015/16 Mediu	m Term Revenue Framework	& Expenditure
		Audited	Audited	Audited	Onininal Budant	Adjusted	Full Year	Budget Year	Budget Year	Budget Year
R thousands		Outcome	Outcome	Outcome	Original Budget	Budget	Forecast	2015/16	2016/17	2017/18
Councillors (Political Office Bearers plus Other)	1	Α	В	С	D	E	F	G	Н	I
Basic Salaries and Wages		4 302	5 082	5 211	4 942	5 342	4 942			
Pension and UIF Contributions		357	109	680	1 209	1 209	1 209			
Medical Aid Contributions		79	154		242	242	242			
Motor Vehicle Allowance		1 457	1 615	1 701	1 471	1 471	1 471			
Cellphone Allowance					222		222			
Housing Allowances Other benefits and allowances		63	22	1	232 233	233	232 233			
Sub Total - Councillors		6 258	6 983	7 593	8 329	8 498	8 329			
% increase	4		11.6%	8.7%	9.7%	2.0%	(2.0%)	(100.0%)		
Senior Managers of the Municipality	2									
Basic Salaries and Wages										
Pension and UIF Contributions Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality										
% increase	4									
Other Municipal Staff		/F 0FF	07.007	00.040	444.047	400.704	444.047			
Basic Salaries and Wages Pension and UIF Contributions		65 955 5 636	87 997 7 790	98 368 9 083	111 247 18 849	103 794 15 333	111 247 18 849			
Medical Aid Contributions Medical Aid Contributions		0.00	1 170	9 003	10 006	7 590	10 006			
Overtime		991	1 634	2 656	1 170	1 172	1 170			
Performance Bonus		3 527	4 958	5 915	9 514	8 685	9 514			
Motor Vehicle Allowance		11 312	14 983	14 953	12 808	16 431	12 808			
Cellphone Allowance Housing Allowances		2 596	3 827	5 793	20 4 052	75 5 084	20 4 052			
Other benefits and allowances		2 390	3 02/	3 /93	4 032	3 004	4 032			
Payments in lieu of leave				2 744						
Long service awards		2 440	1 901							
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		92 458	123 089	139 512	167 666	158 164	167 666			
% increase Total Parent Municipality	4	98 716	33.1% 130 073	13.3% 147 106	20.2% 175 995	(5.7%) 166 662	6.0% 175 995	(100.0%)		
% increase	4	70 / 10	31.8%	13.1%	19.6%	(5.3%)	5.6%	(100.0%)		
Board Members of Entities						(====)		(*******)		
Basic Salaries and Wages		4 302	5 082							
Pension and UIF Contributions		357	109							
Medical Aid Contributions		79	154							
Overtime Performance Bonus										
Motor Vehicle Allowance		1 457	1 615							
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances		63	22							
Board Fees Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities		6 258	6 983							
% increase	4		11.6%	(100.0%)						
Senior Managers of Entities										
Basic Salaries and Wages Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities				-					-	
% increase	4									
Other Staff of Entities Basic Salaries and Wages		65 955	87 997							
Pension and UIF Contributions		5 636	7 790							
Medical Aid Contributions										
Overtime		991	1 634							
Performance Bonus		3 527	4 958							
Motor Vehicle Allowance		11 312	14 983							
Cellphone Allowance Housing Allowances		2 596	3 827							
Other benefits and allowances		2 370	3 02 /							
Payments in lieu of leave										
Long service awards		2 440	1 901							
Post-retirement benefit obligations		_								
Sub Total - Other Staff of Entities % increase	4	92 458	123 089 33.1%	(100.0%)						
% increase Total Municipal Entities	4	98 716	33.1% 130 073	(100.0%)						
TOTAL SALARY, ALLOWANCES & BENEFITS		197 432	260 145	147 106	175 995	166 662	175 995			
% increase	4		31.8%	(43.5%)	19.6%	(5.3%)	5.6%	(100.0%)		
TOTAL MANAGERS AND STAFF	5	184 915	246 178	139 512	167 666	158 164	167 666			